U5960-1-U

TWENTY-FIRST ANNUAL

RANK-ORDER DISTRIBUTION

OF

ADMINISTRATIVE SALARIES

PAID

1987-88

THIS REPORT SUMMARIZES THE RESULTS
OF A QUESTIONNAIRE STUDY
OF ADMINISTRATIVE SALARIES
IN ONE HUNDRED FORTY-SEVEN STATE-SUPPORTED
UNIVERSITIES REPRESENTING FORTY-NINE STATES
AND THIRTY-TWO UNIVERSITY SYSTEMS
REPRESENTING TWENTY-SIX STATES

OFFICE OF INSTITUTIONAL RESEARCH

UNIVERSITY OF ARKANSAS

DECEMBER 31, 1987

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

INTRODUCTION

This study is the twenty-first annual administrative salary survey conducted by the University of Arkansas. The universities invited to participate comprise a representative group of public, doctoral-granting institutions. To provide anonymity, the universities are not identified with their salaries. Also, when the number of respondents for a particular position was fewer than five, the data were omitted.

The salaries are distributed in rank order to facilitate comparisons of a participant's relative standing with other universities. A salary enclosed in parentheses identifies that salary as being paid for a position with a dual function. Salaries within parentheses are included in the position average. If two salaries were reported for one position, both salaries are included under that position title.

Several salaries in Table I are also coded with an asterisk. The asterisk indicates that the salary is from an institution which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC). Table I contains an average for only those salaries paid at institutions belonging to NASULGC which is printed above the average of all salaries.

Salaries are reported only for full-time administrators. The study includes officers whose responsibilities and function range from the director of a single office to the university president. Reporting guidelines provided with the questionnaire have enabled the inclusion of these salary data, with few exceptions, exactly as reported by the responding institutions.

The University of Arkansas wishes to thank all respondents for participating. The primary purpose of this study has always been to provide comparable and comprehensive information in a timely manner that will be useful to participants, particularly in the preparation of annual budget requests.

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

DESCRIPTION

TABLE I

The first section provides the ranking of salaries paid among all participating universities. Questionnaires were sent to one hundred sixty-eight universities in fifty states. From this group, replies were received from one hundred forty-seven institutions in forty-nine states.

Several salaries in this section have been printed with an asterisk. The asterisk indicates that the salary is from a university which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC). Two average salaries are printed after each position's rank order of salaries. The average salary for only those institutions belonging to NASULGC is calculated, as well as the average for all institutions.

TABLE II

The second section is a series of tables showing the salaries paid among the one hundred forty-seven participants arranged into the nine regions defined by the Equal Employment Opportunity Commission (the New York and Boston regions are combined). The responding universities in each region are enumerated at the beginning of the appropriate section.

TABLE III

The third section of the study is a table of salaries paid to university system officers. For purposes of this survey, a university system is defined as one which has a separate administrative structure for a system of multiple general academic institutions, at least one of which has offerings at the doctorate-granting level. Questionnaires were sent to thirty-five university systems in twenty-eight states, and replies were received from thirty-two university systems in twenty-six states.

CONTENTS

TABLE I	A Rank-Order Distribution of Twelve-Month Administrative Salaries Paid Among One Hundred Forty-Seven Universities in Forty-Nine States	1
	President (Chancellor)	4
	Academic Officers	5
	Business Officers	9
	Student Affairs Officers	16
	Operations Officers	22
	Public Relations/Development	27
	Research Officers	30
	Deans	32
	Medical Deans	41
TABLE II	A Rank-Order Distribution of Twelve-Month Administrative Salaries Paid Among One Hundred Forty-Seven Universities in Forty-Nine States by Equal Employment Opportunity Regions:	
	Atlanta Region	43
	Chicago Region	54
	Dallas Region	65
	Denver Region	73
	Kansas City Region	78
	New York and Boston Regions	83
	Philadelphia Region	89
	San Francisco Region	95
	Seattle Region	100
TABLE III	A Rank-Order Distribution of Twelve-Month Administrative Salaries Paid Among Thirty-Two University Systems in Twenty-Six States	104

TABLE I

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-NINE STATES

This table summarizes the data for one hundred forty-seven universities in forty-nine states. For making these data available, the University of Arkansas is grateful to the following universities:

*Arizona State University
*Auburn University
Ball State University
Bowling Green State University
California State University - Los Angeles
Central Michigan University
City University of New York Graduate School and University Center
*Clemson University
Cleveland State University
College of William and Mary
Colorado School of Mines
*Colorado State University
East Tennessee State University
East Texas State University
Florida Atlantic University
*Florida State University
*Georgia Institute of Technology
Georgia State University
Idaho State University
Illinois State University
Indiana State University
*Indiana University - Bloomington
Indiana University of Pennsylvania
Indiana University - Purdue University at Indianapolis
*Iowa State University of Science and Technology
*Kansas State University
*Kent State University
*Louisiana State University and A & M College
Louisiana Tech University
Memphis State University
*Miami University
*Michigan State University
Michigan Technological University
Middle Tennessee State University
*Mississippi State University
*Montana State University
Morgan State University
New Jersey Institute of Technology
*New Mexico State University
*North Carolina State University at Raleigh
*North Dakota State University
North Texas State University
Northeast Louisiana University
Northern Arizona University
Northern Illinois University
Oakland University
*Ohio State University
*Ohio University
*Oklahoma State University
Old Dominion University
*Oregon State University
Portland State University
South Dakota School of Mines and Technology
*South Dakota State University
*Southern Illinois University at Carbondale
Southern Illinois University at Edwardsville
*State University of New York - Albany
*State University of New York - Binghamton
*State University of New York - Buffalo
State University of New York - Environmental Science
*State University of New York - Stony Brook
Stephen F. Austin State University
*Temple University

*Member of National Association of State Universities and Land-Grant Colleges.

TABLE I (Continued)

Tennessee Technological University
Texas A & I University
*Texas A & M University
*Texas Tech University
University of Akron
*University of Alabama
*University of Alabama - Birmingham
University of Alabama - Huntsville
*University of Alaska
*University of Arizona
*University of Arkansas
*University of California
*University of California - Davis
University of California - Santa Cruz
University of Central Florida
*University of Cincinnati
University of Colorado at Boulder
University of Colorado at Denver
*University of Connecticut
*University of Delaware
*University of Florida
*University of Georgia
*University of Hawaii at Manoa
*University of Idaho
*University of Illinois at Chicago
*University of Illinois at Urbana-Champaign
*University of Iowa
*University of Kansas at Lawrence
*University of Kentucky
*University of Louisville
University of Lowell
*University of Maine at Orono
University of Maryland - Baltimore
University of Maryland Baltimore County
*University of Maryland at College Park
*University of Massachusetts
*University of Michigan at Ann Arbor
*University of Minnesota - Twin Cities
*University of Mississippi
*University of Missouri - Columbia
*University of Missouri - Kansas City
*University of Missouri - Rolla
University of Missouri - St. Louis
*University of Montana
*University of Nebraska - Lincoln
*University of Nebraska at Omaha
University of Nevada, Las Vegas
*University of Nevada, Reno
*University of New Hampshire
*University of New Mexico
University of New Orleans
*University of North Carolina at Chapel Hill
University of North Carolina at Greensboro
*University of North Dakota
University of Northern Colorado
University of Northern Iowa
*University of Oklahoma
*University of Oregon
*University of Rhode Island
University of South Alabama
*University of South Carolina, Columbia
*University of South Dakota
*University of South Florida
University of Southern Mississippi
University of Southwestern Louisiana

*Member of National Association of State Universities and Land-Grant Colleges.

TABLE I (Continued)

*University of Tennessee - Knoxville
University of Texas at Arlington
*University of Texas at Austin
University of Texas at Dallas
University of Texas at El Paso
University of Toledo
*University of Utah
*University of Vermont
*University of Virginia
*University of Washington
*University of Wisconsin at Madison
*University of Wisconsin at Milwaukee
*Utah State University
*Virginia Commonwealth University
*Virginia Polytechnic Institute and State University
*Washington State University
*West Virginia University
Western Michigan University
Wichita State University

*Member of National Association of State Universities and Land-Grant Colleges.

TABLE I (Continued)

PRESIDENT OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY	
1	140,000	*
2	135,460	*
3	129,000	*
4	122,435	*
5	120,225	*
6	115,000	*
7	109,650	*
8	107,004	*
9	106,000	*
10	105,000	*
11	104,700	*
12	104,000	
13	103,184	*
14	97,049	*
15	96,660	*
16	95,000	*
17	89,750	*
18	85,000	*
19	58,000	
AVERAGE "*"	109,489	
AVERAGE ALL	106,490	

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY	
1	147,000	*
2	142,000	*
3	140,000	
4	135,300	*
5	135,000	*
6	132,300	*
7	130,000	*
8	128,466	*
9	128,466	*
10	128,465	*
11	128,220	*
12	125,000	*
13	120,000	*
14	120,000	
15	120,000	*
16	117,600	*
17	117,600	
18	117,600	*
19	117,233	*
20	117,232	*
21	115,165	*
22	115,165	*
23	115,000	*
24	115,000	*
25	115,000	
26	115,000	*
27	114,896	*
28	114,450	*
29	112,450	*
30	111,350	
31	110,702	
32	110,500	
33	110,300	*
34	110,000	
35	110,000	
36	109,962	*
37	109,100	*
38	109,080	*
39	107,980	*
40	107,980	*
41	107,590	*
42	107,500	
43	107,440	
44	107,000	
45	106,101	
46	105,000	*
47	105,000	
48	104,000	*
49	103,880	*
50	103,550	
51	103,450	*
52	103,126	*
53	103,000	
54	101,500	
55	100,904	
56	100,700	
57	100,000	
58	100,000	
59	100,000	*
60	99,547	*
61	99,200	
62	98,150	
63	97,520	*
64	97,439	
65	97,405	*
66	97,000	
67	95,000	*
68	94,760	*
69	94,530	*
70	94,285	
71	94,150	*
72	94,000	
73	93,363	*
74	92,100	*
75	92,100	
76	92,100	*
77	92,000	
78	92,000	*
79	92,000	*
80	91,745	
81	91,604	*
82	90,765	*
83	90,000	
84	90,000	
85	89,832	*
86	89,804	*
87	89,145	
88	89,145	*
89	89,145	*
90	89,145	*
91	89,145	*
92	89,121	*
93	88,900	
94	88,810	*
95	86,700	*
96	88,556	*
97	88,000	
98	85,825	
99	85,600	*
100	85,000	
101	85,000	*
102	85,000	
103	84,474	
104	84,100	
105	83,555	*
106	83,220	
107	83,220	
108	83,000	
109	82,834	
110	82,602	
111	82,000	
112	80,600	
113	79,837	*
114	78,156	*
115	78,156	*
116	78,000	
117	77,500	
118	75,535	
119	74,335	
120	74,335	
121	74,027	
122	74,000	*
123	73,250	*
124	73,000	*
125	72,600	
126	70,000	
127	67,737	*
AVERAGE "*"	103,557	
AVERAGE ALL	99,561	

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TABLE I (Continued)

ACADEMIC OFFICERS:
ACADEMIC VICE PRES/
VICE CHANCELLOR

RANK	SALARY
1	128,400 *
2	117,500 *
3	(115,000)*
4	(114,480)*
5	(113,000)*
6	(112,500)*
7	110,000 *
8	107,000 *
9	(106,575)*
10	106,300 *
11	103,500 *
12	102,000 *
13	101,000 *
14	100,551 *
15	100,000
16	99,500
17	98,440 *
18	(98,633)*
19	98,375 *
20	97,440 *
21	95,260 *
22	95,000 *
23	94,000 *
24	94,000
25	93,300 *
26	92,500
27	92,500
28	92,400 *
29	92,365
30	91,000 *
31	90,745 *
32	90,525
33	89,750
34	89,455 *
35	89,300 *
36	89,200
37	88,000
38	88,000
39	87,720 *
40	(86,850)*
41	86,000
42	86,000
43	85,596 *
44	(85,000)
45	85,000 *
46	84,874 *
47	84,800 *
48	84,500
49	84,000 *
50	83,900 *
51	83,640 *
52	83,220 *
53	83,000
54	81,648
55	81,500 *
56	81,304
57	81,000
58	80,674 *
59	80,300 *
60	80,000 *
61	80,000
62	80,000 *
63	(79,440)
64	79,000 *
65	78,900 *
66	78,442 *
67	78,398
68	78,000
69	78,000 *
70	77,500 *
71	(77,076)
72	76,000
73	75,950
74	75,567 *
75	75,336 *
76	75,000 *
77	74,298
78	74,004
79	73,950
80	73,708 *
81	73,000
82	72,800
83	72,600 *
84	72,319
85	72,019 *
86	71,600 *
87	71,500
88	70,900
89	70,275
90	69,341 *
91	68,346
92	68,000
93	67,000 *
94	66,374
95	66,200
96	65,520
97	65,520
98	65,000 *
99	63,400 *
100	(63,354)*
101	61,692
102	61,435
103	60,800 *
104	60,194
105	60,000
AVERAGE "*"	88,507
AVERAGE ALL	84,168

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	125,500 *
2	(115,000)*
3	(114,480)*
4	(113,000)*
5	112,000
6	110,750 *
7	109,800 *
8	108,700 *
9	107,100 *
10	(106,575)*
11	102,600 *
12	(99,600)*
13	(98,633)*
14	97,500
15	97,128 *
16	96,330 *
17	96,000 *
18	95,850 *
19	95,000 *
20	95,000 *
21	(94,400)*
22	93,700
23	91,000 *
24	90,100 *
25	89,449 *
26	88,650
27	87,740 *
28	(86,850)*
29	85,965
30	85,758 *
31	85,720 *
32	85,500 *
33	(85,000)
34	84,048
35	83,640
36	83,476 *
37	83,076 *
38	82,000
39	81,197
40	81,000 *
41	(79,440)
42	79,000 *
43	78,750
44	(77,076)
45	70,900
46	65,000
47	65,000
48	(63,354)*
AVERAGE "*"	96,048
AVERAGE ALL	91,737

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TABLE I (Continued)

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK	SALARY	
1	102,506	*
2	92,000	*
3	90,400	*
4	89,800	*
5	87,600	*
6	87,000	*
7	86,500	*
8	86,350	*
9	86,190	*
10	86,000	*
11	85,000	*
12	83,800	*
13	83,760	*
14	81,000	*
15	80,500	*
16	80,325	*
17	80,000	*
18	78,696	*
19	78,683	
20	78,498	*
21	77,662	*
22	77,500	*
23	77,000	
24	76,700	
25	76,000	*
26	75,922	*
27	75,000	*
28	74,970	*
29	74,765	
30	74,423	*
31	74,039	
32	73,800	*
33	73,320	
34	72,591	*
35	72,225	*
36	72,000	*
37	71,400	*
38	71,300	*
39	71,046	*
40	70,784	*
41	70,400	*
42	70,348	*
43	70,315	*
44	70,270	*
45	70,000	*
46	69,240	*
47	68,900	*
48	68,496	*
49	68,450	*
50	68,000	*
51	67,440	*
52	67,450	*
53	66,500	*
54	66,500	*
55	66,408	*
56	66,200	
57	66,000	*
58	65,000	
59	64,800	
60	64,435	*
61	64,300	*
62	64,064	*
63	63,405	*
64	63,372	*
65	63,300	*
66	63,000	
67	62,[illegible]	*
68	62,252	*
69	62,120	*
70	62,000	*
71	62,000	
72	61,995	*
73	61,825	
74	61,700	
75	61,598	
76	61,100	*
77	61,042	*
78	61,776	*
79	61,770	*
80	61,364	*
81	61,241	*
82	61,034	*
83	61,008	
84	61,000	*
85	60,900	
86	60,900	*
87	60,760	
88	60,000	
89	60,000	*
90	60,060	
91	59,800	
92	59,600	
93	59,000	
94	58,900	
95	58,650	
96	58,500	*
97	58,500	
98	58,352	*
99	57,700	*
100	57,636	
101	57,000	
102	56,700	*
103	56,442	
104	56,450	
105	56,370	*
106	56,000	
107	55,900	
108	55,825	
109	55,574	
110	55,164	
111	55,015	
112	54,500	
113	54,380	
114	54,150	
115	53,010	
116	53,000	
117	52,429	*
118	52,273	
119	52,264	
120	52,044	
121	52,000	*
122	51,699	*
123	50,880	*
124	50,000	*
125	49,283	
126	48,310	
127	48,000	*
128	47,700	
129	47,452	
130	46,772	
131	45,478	*
132	45,100	
133	45,000	
134	44,949	
135	44,700	
136	44,469	
137	44,293	
138	43,085	*
139	42,500	
140	42,115	
141	38,983	
142	32,321	
AVERAGE "*"	60,361	
AVERAGE ALL	64,122	

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TABLE I (Continued)

ACADEMIC OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

RANK	SALARY
1	77,400 *
2	74,200 *
3	70,650 *
4	68,200
5	(66,500)*
6	65,400 *
7	65,103 *
8	64,296 *
9	63,945 *
10	63,600 *
11	61,593 *
12	61,585 *
13	61,160 *
14	59,920 *
15	(59,460)
16	59,290 *
17	58,818 *
18	(58,448)*
19	57,287 *
20	56,025 *
21	54,500 *
22	53,075 *
23	53,000 *
24	53,000 *
25	52,462 *
26	52,008
27	51,995 *
28	50,964
29	50,400 *
30	49,550
31	49,000 *
32	48,403
33	48,324 *
34	48,277 *
35	47,968
36	47,925 *
37	47,891 *
38	47,808 *
39	47,800 *
40	47,700
41	47,500 *
42	47,161 *
43	(47,040)
44	46,300 *
45	46,000 *
46	45,800 *
47	45,500
48	45,426 *
49	45,400
50	45,300 *
51	45,180 *
52	45,168 *
53	45,100
54	45,050 *
55	44,700 *
56	44,540 *
57	44,500 *
58	43,500 *
59	43,450 *
60	43,344 *
61	43,260 *
62	43,008 *
63	43,000 *
64	43,000 *
65	42,800 *
66	42,700
67	42,630
68	42,498 *
69	42,144
70	41,904
71	41,580 *
72	41,322
73	40,565
74	40,517
75	40,008
76	40,000
77	40,000 *
78	39,756 *
79	39,165
80	39,105 *
81	38,450
82	38,340 *
83	38,300
84	38,221
85	38,050 *
86	37,999
87	37,710 *
88	37,342 *
89	36,867 *
90	36,100 *
91	36,000 *
92	35,844 *
93	35,700
94	35,700
95	35,400 *
96	35,400 *
97	35,200 *
98	35,000
99	34,700 *
100	34,691
101	34,008 *
102	34,000
103	34,000 *
104	34,000
105	33,359
106	33,620
107	33,197
108	33,000 *
109	32,832 *
110	32,760
111	32,651 *
112	32,592
113	31,500 *
114	30,600
115	30,031 *
116	29,318
117	28,931 *
118	28,000
119	25,960
120	24,039 *
AVERAGE "**"	44,956
AVERAGE ALL	44,748

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TABLE I (Continued)

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	91,800 *
2	90,000 *
3	87,602 *
4	87,200 *
5	85,000 *
6	84,300 *
7	83,800 *
8	82,120 *
9	81,127 *
10	80,448 *
11	79,560 *
12	79,560 *
13	79,310 *
14	79,280 *
15	79,050 *
16	78,863 *
17	78,308 *
18	78,000 *
19	77,733 *
20	77,580 *
21	76,421 *
22	76,214 *
23	75,400 *
24	74,600 *
25	74,300 *
26	74,095 *
27	72,862 *
28	71,760 *
29	71,694 *
30	71,300 *
31	71,033 *
32	70,950
33	70,920 *
34	70,315 *
35	70,000 *
36	70,000 *
37	69,793 *
38	69,205 *
39	68,400 *
40	68,355 *
41	68,000 *
42	67,928
43	67,882 *
44	67,800
45	67,500 *
46	67,464 *
47	67,323
48	67,053 *
49	67,000 *
50	66,720 *
51	66,650 *
52	66,300 *
53	66,223 *
54	66,000 *
55	66,000 *
56	66,000 *
57	65,563 *
58	65,500 *
59	65,350
60	65,340 *
61	65,300 *
62	65,200
63	65,002 *
64	64,896 *
65	64,700 *
66	64,634 *
67	64,400 *
68	64,250
69	64,200 *
70	64,149
71	63,200 *
72	63,000 *
73	63,000 *
74	62,500
75	61,960 *
76	61,700
77	61,618 *
78	61,500
79	61,500
80	61,500 *
81	61,210
82	61,000 *
83	60,864 *
84	60,417 *
85	60,400
86	60,000 *
87	59,961 *
88	59,850 *
89	59,364
90	59,072 *
91	58,840 *
92	58,501 *
93	58,300 *
94	58,000 *
95	57,700 *
96	57,500 *
97	57,400
98	57,264
99	57,252
100	57,050 *
101	56,600 *
102	55,834 *
103	55,824 *
104	55,539
105	55,432
106	55,203
107	55,152 *
108	55,000
109	54,975 *
110	54,162 *
111	54,100 *
112	53,940
113	53,700 *
114	53,532
115	53,400 *
116	53,400 *
117	53,138
118	53,000
119	52,400 *
120	52,750
121	52,620
122	52,500
123	52,344 *
124	52,104
125	52,000
126	51,750 *
127	51,500
128	51,425
129	51,400 *
130	51,072
131	51,000
132	50,832
133	50,658
134	50,388 *
135	50,287 *
136	50,040 *
137	50,000
138	49,400 *
139	49,335 *
140	49,247
141	49,195
142	49,107
143	48,841
144	48,480
145	48,474
146	48,294 *
147	48,114 *
148	48,075 *
149	47,910
150	47,100 *
151	47,004
152	47,000 *
153	46,884
154	46,800
155	46,741
156	45,620
157	46,400
158	45,930
159	45,792
160	45,418
161	45,259
162	44,614 *
163	44,600
164	44,400
165	44,000
166	43,660 *
167	42,630
168	42,200
169	41,902
170	41,443
171	41,363
172	40,008
173	39,000

(Continued)

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OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE I (Continued)

(Continued)

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
174	38,617 *
175	38,425
176	38,030 *
177	37,470 *
178	36,572
AVERAGE "*"	84,514
AVERAGE ALL	59,353

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	122,000 *
2	115,500 *
3	105,000 *
4	102,000 *
5	(101,800)*
6	99,500
7	99,345 *
8	99,000
9	(98,700)*
10	98,000 *
11	97,500 *
12	96,600 *
13	96,000 *
14	96,000 *
15	95,000 *
16	94,500 *
17	94,000
18	(92,700)*
19	90,612 *
20	90,240 *
21	89,644 *
22	87,755
23	87,000 *
24	(86,700)*
25	86,004
26	86,000 *
27	85,500
28	84,928 *
29	84,900
30	84,350 *
31	84,246
32	84,245 *
33	84,144
34	83,375 *
35	83,359 *
36	83,341 *
37	83,297 *
38	83,235
39	82,600 *
40	81,936 *
41	81,850
42	81,648 *
43	81,500 *
44	81,230 *
45	81,230 *
46	80,855 *
47	80,678 *
48	80,448 *
49	80,400 *
50	80,000
51	80,000 *
52	80,000 *
53	79,800 *
54	79,500
55	79,000
56	78,500
57	77,000
58	77,000 *
59	76,932 *
60	76,860 *
61	(76,836)*
62	76,800
63	76,550
64	76,400
65	76,326
66	76,320
67	75,626
68	75,536
69	75,500
70	75,000 *
71	74,500 *
72	73,980
73	73,900 *
74	73,500
75	72,800
76	72,760
77	72,000
78	72,000 *
79	72,000 *
80	71,000
81	71,000
82	70,800
83	(70,422)*
84	70,250 *
85	70,081 *
86	69,900
87	69,774
88	(69,690)*
89	69,000 *
90	(68,900)
91	68,600 *
92	68,512 *
93	68,500
94	68,292
95	68,274 *
96	68,244 *
97	68,000
98	68,000 *
99	67,657 *
100	66,974
101	64,500
102	65,700
103	65,520
104	65,500 *
105	65,350
106	64,000
107	64,050
108	64,014
109	63,972
110	63,600 *
111	61,920
112	61,200
113	61,000
114	60,099
115	59,233
116	57,362
117	56,600 *
118	53,298 *
119	52,000 *
120	44,265
AVERAGE "*"	91,874
AVERAGE ALL	79,004

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OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE I (Continued)

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY	
1	93,500	*
2	91,000	*
3	79,212	*
4	77,000	*
5	75,000	*
6	73,500	*
7	72,820	*
8	72,600	*
9	72,400	*
10	71,300	*
11	70,000	*
12	69,850	*
13	69,353	*
14	67,908	*
15	(67,825)	*
16	67,102	*
17	66,000	*
18	66,000	*
19	66,000	
20	66,000	*
21	65,004	*
22	65,000	
23	65,000	*
24	65,000	*
25	64,920	*
26	64,555	*
27	64,000	*
28	63,462	*
29	(63,000)	*
30	62,700	
31	62,628	
32	62,520	
33	62,500	*
34	62,400	
35	62,232	*
36	61,425	
37	61,400	
38	60,960	*
39	60,750	
40	60,000	*
41	59,500	*
42	59,400	*
43	59,265	
44	59,000	*
45	58,700	*
46	58,408	*
47	58,221	
48	58,080	*
49	58,000	*
50	57,800	
51	57,697	*
52	57,558	*
53	57,300	
54	56,740	
55	56,600	
56	56,250	*
57	56,200	*
58	56,024	*
59	55,100	*
60	55,000	*
61	54,422	*
62	54,228	
63	54,147	*
64	54,000	
65	53,500	*
66	53,200	*
67	52,937	*
68	52,800	*
69	52,714	*
70	52,700	
71	52,680	
72	52,500	
73	52,323	*
74	51,681	*
75	51,624	*
76	51,595	*
77	51,500	*
78	51,400	
79	51,100	
80	51,045	
81	50,971	*
82	50,960	
83	50,435	
84	50,004	*
85	48,634	*
86	48,540	
87	48,510	*
88	48,192	
89	48,000	
90	47,315	
91	47,219	
92	46,716	
93	46,484	*
94	46,663	*
95	46,400	
96	46,220	*
97	46,100	
98	45,115	
99	44,625	
100	44,580	
101	44,000	
102	43,700	
103	43,274	*
104	42,912	
105	42,743	
106	42,500	
107	41,750	
108	40,809	
109	40,400	*
110	40,100	
111	39,900	
112	39,609	
113	38,520	*
114	38,160	
115	37,270	*
116	36,120	*
117	35,975	*
118	31,131	
AVERAGE "M"	59,226	
AVERAGE ALL	55,748	

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OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE I (Continued)

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY	
1	90,962	*
2	80,400	*
3	71,000	*
4	71,000	*
5	70,008	*
6	(67,825)	*
7	63,500	
8	62,000	
9	59,040	*
10	57,785	*
11	56,872	*
12	54,714	*
13	53,878	*
14	53,000	*
15	52,500	*
16	51,636	
17	51,264	
18	50,498	*
19	49,350	*
20	49,300	*
21	48,996	*
22	47,940	*
23	47,300	*
24	45,569	*
25	44,800	*
26	44,500	
27	(43,538)	
28	42,144	
29	41,388	*
30	40,850	
31	40,850	*
32	40,600	*
33	39,900	*
34	39,500	*
35	39,000	*
36	39,000	*
37	38,685	*
38	38,600	*
39	38,500	*
40	38,200	
41	37,500	*
42	37,380	*
43	36,960	
44	35,875	
45	35,304	
46	34,080	*
47	33,642	
48	33,174	
49	33,087	*
50	32,689	
51	32,500	*
52	31,961	*
53	31,698	*
54	31,560	*
55	30,200	*
56	30,000	
57	30,000	
58	29,430	*
59	29,175	*
60	28,937	
61	28,933	
62	28,558	
63	24,204	
64	23,093	
65	21,888	
AVERAGE "**"	46,844	
AVERAGE ALL	43,510	

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY	
1	76,610	*
2	74,765	
3	70,700	*
4	70,000	*
5	70,000	*
6	67,800	
7	65,347	*
8	65,036	*
9	(64,438)	*
10	64,300	*
11	64,200	*
12	(63,000)	*
13	62,650	
14	61,782	*
15	60,000	
16	59,508	*
17	58,080	*
18	56,136	*
19	55,365	
20	55,332	
21	55,000	*
22	54,001	*
23	52,500	*
24	51,770	
25	51,000	
26	50,541	
27	50,404	*
28	48,141	
29	48,000	
30	46,750	*
31	46,201	
32	46,100	
33	45,630	*
34	45,577	*
35	45,011	
36	44,800	*
37	43,778	*
38	42,144	
39	41,995	
40	38,518	
41	37,863	
42	34,900	*
43	33,170	*
44	32,792	*
45	29,457	*
46	28,008	
47	26,535	*
AVERAGE "**"	53,730	
AVERAGE ALL	52,248	

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OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE I (Continued)

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY	
1	70,848	*
2	63,525	*
3	62,000	*
4	61,235	*
5	60,300	*
6	60,050	*
7	60,000	*
8	58,750	*
9	58,736	
10	58,617	*
11	58,135	*
12	57,700	*
13	56,300	*
14	56,150	*
15	54,000	*
16	55,762	*
17	55,718	*
18	53,916	*
19	53,896	*
20	53,605	*
21	53,363	*
22	52,500	*
23	52,445	*
24	51,600	
25	51,118	*
26	51,100	
27	51,060	*
28	51,000	*
29	50,851	*
30	50,364	*
31	50,081	*
32	50,060	*
33	50,004	*
34	50,000	
35	49,090	*
36	48,923	*
37	48,812	*
38	48,660	*
39	48,541	
40	48,500	*
41	48,500	*
42	48,168	
43	48,108	*
44	48,000	*
45	47,948	
46	46,923	
47	46,900	*
48	46,690	
49	46,550	*
50	46,405	*
51	46,386	
52	45,600	
53	45,168	*
54	45,044	*
55	44,646	*
56	44,531	*
57	44,117	
58	44,040	*
59	43,980	
60	43,470	*
61	43,400	
62	43,279	*
63	43,200	*
64	42,950	*
65	42,360	*
66	42,000	*
67	42,000	*
68	41,760	*
69	41,600	*
70	41,000	*
71	40,500	
72	40,460	*
73	40,408	*
74	40,356	
75	40,332	
76	40,262	*
77	40,075	*
78	40,000	
79	40,000	
80	39,900	*
81	39,808	*
82	39,460	
83	38,844	
84	38,791	
85	38,400	*
86	38,142	*
87	38,110	
88	37,835	*
89	37,805	*
90	37,716	*
91	37,714	
92	37,500	*
93	36,911	*
94	36,711	*
95	36,700	
96	36,608	
97	36,050	
98	36,000	*
99	35,970	*
100	35,850	*
101	35,712	*
102	35,700	
103	35,568	
104	35,430	
105	34,911	*
106	34,489	*
107	34,359	
108	34,195	
109	34,019	
110	33,600	
111	33,100	*
112	32,860	
113	32,700	
114	32,689	
115	32,637	*
116	32,388	
117	32,150	
118	31,746	
119	31,550	*
120	31,500	
121	31,340	
122	30,680	
123	28,000	
124	27,374	
125	27,353	
126	26,106	
127	26,000	*
128	25,678	
129	25,675	*
130	22,920	
AVERAGE "*"	46,367	
AVERAGE ALL	43,241	

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OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE I (Continued)

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	71,432 *
2	69,300 *
3	67,700
4	65,000 *
5	55,000 *
6	64,400 *
7	63,800 *
8	62,800 *
9	60,316 *
10	56,710 *
11	55,789 *
12	55,400
13	55,100 *
14	53,997 *
15	53,730 *
16	53,363
17	53,200 *
18	52,848 *
19	51,900 *
20	50,000 *
21	49,840
22	49,755 *
23	49,750 *
24	49,500 *
25	49,441 *
26	49,207 *
27	49,185 *
28	47,530 *
29	47,450 *
30	47,245
31	46,452 *
32	45,912 *
33	45,633 *
34	45,200 *
35	45,012
36	44,646
37	44,058 *
38	44,000 *
39	43,916 *
40	43,500 *
41	43,405 *
42	43,320 *
43	43,000
44	43,000
45	42,904
46	42,550
47	42,540 *
48	42,370
49	42,000 *
50	42,000 *
51	41,975
52	41,820 *
53	41,800
54	41,689 *
55	41,505 *
56	41,500 *
57	41,388 *
58	41,115 *
59	41,000 *
60	40,950 *
61	40,100
62	40,000
63	40,000 *
64	40,000
65	39,672 *
66	39,612 *
67	39,595
68	39,300 *
69	39,300
70	39,040 *
71	38,988
72	38,950
73	38,393 *
74	38,094
75	37,887 *
76	37,800 *
77	37,637
78	37,560 *
79	37,500 *
80	37,236
81	36,745
82	36,500
83	35,820
84	35,713 *
85	35,651 *
86	35,407 *
87	35,285
88	34,603 *
89	32,970
90	32,278
91	31,925
92	31,200 *
93	30,766
94	30,638
95	30,500
96	30,390 *
97	30,000 *
98	29,000
99	28,636
100	28,501 *
101	26,832 *
102	26,508
103	26,450
104	26,000
105	25,752 *
106	24,372
107	20,918 *
AVERAGE "*"	45,284
AVERAGE ALL	42,671

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	98,000 *
2	(77,160)*
3	75,000 *
4	74,800
5	72,850 *
6	72,100 *
7	70,220 *
8	70,214 *
9	70,213 *
10	69,506
11	67,600 *
12	66,230 *
13	66,000 *
14	65,847 *
15	65,790 *
16	65,400
17	65,000 *
18	64,512
19	64,200 *
20	64,000 *
21	63,826 *
22	63,673
23	63,036 *
24	(63,000)*
25	62,700 *
26	62,400
27	62,200
28	61,800 *
29	61,684
30	60,059 *
31	59,040 *
32	58,200 *
33	58,000 *
34	57,955 *
35	57,865 *
36	56,676 *
37	56,652
38	55,500
39	55,200
40	55,140 *
41	55,103 *
42	55,000
43	54,960
44	54,840 *
45	54,326 *
46	54,108 *
47	54,000 *
48	53,800 *
49	53,000 *
50	53,000 *
51	52,500
52	52,320 *
53	52,190
54	52,100
55	(51,200)
56	51,200 *
57	50,357 *
58	50,000
59	49,980
60	49,965 *
61	49,476 *
62	49,134 *

(Continued)

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OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE I (Continued)

(Continued)

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY	
63	48,408	*
64	48,540	
65	48,408	*
66	48,000	*
67	47,772	*
68	47,759	*
69	47,645	*
70	47,510	
71	47,500	
72	47,460	
73	47,352	
74	47,160	*
75	47,000	*
76	46,980	
77	46,559	*
78	46,000	
79	45,960	*
80	45,500	*
81	45,345	*
82	45,270	*
83	45,022	*
84	45,000	*
85	44,620	
86	(43,538)	
87	43,459	
88	43,347	
89	43,275	*
90	43,000	*
91	42,949	*
92	42,900	
93	42,800	
94	42,500	*
95	(42,000)	
96	41,400	*
97	40,000	
98	39,395	
99	38,453	*
100	38,040	
101	38,000	*
102	37,950	*
103	37,530	
104	36,000	*
105	35,432	
106	35,360	
107	35,153	
108	34,100	
109	32,160	
110	32,000	*
111	30,749	*
112	29,670	
113	18,949	
AVERAGE "*"	54,437	
AVERAGE ALL	52,119	

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY	
1	66,700	*
2	46,480	*
3	54,700	*
4	52,258	*
5	51,722	*
6	51,060	*
7	51,000	*
8	47,256	*
9	47,155	*
10	(46,384)	
11	46,230	*
12	46,100	*
13	45,689	*
14	45,625	*
15	45,500	*
16	45,200	*
17	44,688	*
18	44,490	*
19	43,700	*
20	43,604	*
21	43,500	*
22	43,440	
23	43,274	*
24	42,528	
25	42,517	*
26	42,106	*
27	(42,012)	
28	(42,000)	
29	41,604	*
30	40,630	*
31	40,500	*
32	40,170	*
33	40,016	*
34	39,800	*
35	39,396	
36	39,181	
37	39,060	*
38	39,000	*
39	38,956	
40	38,856	*
41	38,124	*
42	(37,950)	*
43	37,800	*
44	37,593	*
45	37,500	
46	36,960	*
47	35,942	*
48	35,742	
49	35,707	*
50	35,675	*
51	35,602	
52	35,125	*
53	34,008	*
54	33,887	
55	33,432	*
56	33,204	*
57	33,180	
58	33,000	*
59	32,699	*
60	32,364	
61	31,956	*
62	31,950	
63	31,692	
64	31,404	
65	31,261	*
66	31,173	*
67	31,000	*
68	30,852	*
69	30,352	
70	30,727	*
71	30,638	
72	30,280	*
73	30,060	
74	30,000	
75	30,000	*
76	29,146	*
77	29,144	*
78	28,932	
79	28,800	*
80	28,378	
81	28,038	
82	28,000	
83	27,648	*
84	27,628	
85	27,530	
86	26,290	*
87	26,026	*
88	26,000	
89	25,950	*
90	25,800	*
91	25,506	
92	25,027	
93	24,500	*
94	23,500	
95	23,500	
96	23,400	
97	22,498	
98	22,395	
99	22,043	*
100	21,735	
101	21,611	
102	21,264	
103	19,930	
AVERAGE "*"	38,745	
AVERAGE ALL	35,762	

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE I (Continued)

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY	
1	93,840	*
2	90,500	*
3	85,500	*
4	79,200	*
5	78,200	*
6	75,000	*
7	70,250	
8	70,000	*
9	69,100	*
10	68,350	*
11	68,100	
12	67,121	*
13	67,039	*
14	(66,500)	*
15	65,800	*
16	65,190	*
17	65,004	*
18	65,000	*
19	64,484	*
20	63,000	*
21	63,000	*
22	62,989	*
23	62,833	
24	62,312	*
25	62,125	*
26	62,018	*
27	61,684	
28	61,128	*
29	60,220	*
30	60,100	*
31	60,000	
32	59,400	*
33	58,500	*
34	58,485	*
35	(58,448)	*
36	57,876	
37	57,787	*
38	57,500	*
39	57,495	*
40	57,425	*
41	57,180	*
42	57,000	
43	56,540	
44	56,000	*
45	55,921	*
46	55,900	
47	55,500	*
48	55,250	*
49	55,180	*
50	54,900	*
51	54,753	*
52	53,800	
53	53,400	
54	53,081	*
55	53,000	*
56	53,000	*
57	52,400	*
58	52,000	*
59	52,000	*
60	52,000	
61	51,713	*
62	51,600	*
63	51,503	
64	51,414	*
65	51,349	
66	(51,200)	
67	51,200	*
68	51,061	*
69	50,744	*
70	50,628	
71	50,000	
72	50,000	*
73	49,641	*
74	49,500	
75	49,464	
76	49,157	
77	48,605	*
78	48,516	*
79	48,432	
80	48,413	
81	48,000	*
82	47,770	
83	47,700	
84	47,508	*
85	47,375	
86	46,500	*
87	(46,384)	
88	46,000	*
89	46,000	
90	46,000	
91	46,000	*
92	45,678	*
93	45,675	*
94	45,584	*
95	45,285	*
96	45,204	*
97	45,000	
98	44,249	*
99	44,160	
100	44,116	
101	44,000	
102	43,816	*
103	43,490	*
104	43,480	
105	43,100	
106	42,828	
107	42,347	*
108	42,230	
109	(42,012)	
110	42,000	
111	42,000	
112	42,000	
113	41,790	
114	41,723	*
115	41,388	
116	41,000	
117	40,791	
118	40,300	
119	40,016	*
120	40,000	
121	39,900	
122	39,784	*
123	39,638	*
124	39,420	*
125	39,325	
126	(37,950)	*
127	37,350	
128	36,561	
129	36,186	
130	36,000	*
131	35,444	
132	35,100	*
133	35,003	*
134	34,657	
135	33,397	*
136	33,280	
137	30,160	*
138	27,847	
AVERAGE ***	55,012	
AVERAGE ALL	51,731	

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	101,900 *
2	97,500 *
3	95,500
4	95,300 *
5	90,000 *
6	89,900
7	89,200 *
8	87,733 *
9	87,680 *
10	85,008
11	84,755 *
12	84,753 *
13	84,500 *
14	84,400 *
15	84,000 *
16	84,000 *
17	83,357 *
18	83,200 *
19	83,000 *
20	83,000 *
21	82,000 *
22	81,230 *
23	81,000 *
24	81,000 *
25	80,320 *
26	80,000 *
27	80,000 *
28	79,954 *
29	79,800
30	79,350 *
31	78,500
32	78,000 *
33	77,910 *
34	77,900 *
35	77,892 *
36	77,500
37	77,500 *
38	77,268 *
39	77,175 *
40	77,100 *
41	76,700 *
42	(76,428) *
43	76,379 *
44	76,000 *
45	75,899 *
46	(75,000) *
47	74,892 *
48	74,765
49	74,400 *
50	74,298
51	74,200
52	73,788 *
53	73,700
54	73,000 *
55	72,504 *
56	72,200
57	72,200 *
58	72,000
59	72,000
60	71,500
61	71,000
62	70,445 *
63	70,250 *
64	70,000
65	70,000 *
66	70,000 *
67	69,680 *
68	69,500 *
69	69,000
70	68,800 *
71	67,737 *
72	67,500
73	67,076 *
74	67,030 *
75	67,000 *
76	(66,936)
77	66,802 *
78	66,587 *
79	66,040
80	65,800 *
81	65,102
82	65,004
83	65,000 *
84	64,500 *
85	64,400 *
86	64,185
87	63,616 *
88	(62,550)
89	62,400 *
90	62,250
91	62,021 *
92	61,776 *
93	61,212 *
94	61,164
95	61,000
96	60,900
97	60,850
98	60,600 *
99	60,500
100	60,320
101	60,200
102	60,185
103	60,000 *
104	60,000 *
105	60,000 *
106	60,000
107	59,582
108	59,568
109	59,194
110	56,500 *
111	56,000 *
112	55,962
113	54,860
114	50,000
115	49,140
116	45,999
117	39,175
AVERAGE "*"	74,943
AVERAGE ALL	71,665

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY	
1	76,750	*
2	72,372	
3	71,956	
4	70,044	
5	70,000	*
6	68,000	
7	68,000	*
8	67,472	*
9	67,355	*
10	(66,936)	
11	66,500	
12	66,300	*
13	66,149	*
14	64,075	
15	64,000	*
16	63,650	
17	63,000	*
18	62,175	*
19	61,750	
20	61,248	*
21	61,000	*
22	60,828	
23	60,753	*
24	60,750	*
25	60,717	*
26	60,600	
27	60,362	
28	60,000	*
29	59,000	*
30	58,100	*
31	58,000	*
32	57,526	
33	57,252	*
34	57,230	
35	57,000	*
36	56,850	*
37	56,134	*
38	55,400	*
39	55,380	*
40	55,350	*
41	55,016	
42	55,000	*
43	54,650	*
44	53,904	*
45	53,760	
46	53,573	*
47	53,400	*
48	53,174	
49	52,404	*
50	52,100	*
51	52,100	*
52	51,800	*
53	51,513	
54	51,000	
55	50,000	*
56	49,534	
57	49,500	
58	49,500	*
59	49,094	*
60	48,833	
61	48,000	*
62	47,918	*
63	47,648	*
64	47,309	*
65	46,638	
66	46,656	*
67	45,900	*
68	45,173	
69	45,000	*
70	44,720	
71	44,713	
72	44,038	*
73	44,000	
74	43,500	
75	42,220	*
76	41,800	*
77	41,748	
78	41,645	
79	41,144	*
80	39,812	
81	38,800	*
82	37,992	
83	34,831	*
84	23,196	
AVERAGE "*"	54,959	
AVERAGE ALL	54,410	

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY	
1	79,000	
2	69,000	*
3	67,318	*
4	64,105	*
5	64,000	*
6	63,307	*
7	59,500	*
8	55,428	*
9	52,884	*
10	52,800	*
11	50,631	*
12	49,390	*
13	49,000	*
14	48,500	*
15	48,400	*
16	48,000	
17	46,305	*
18	43,895	*
19	43,781	*
20	43,771	
21	43,400	*
22	43,080	*
23	42,701	*
24	42,700	*
25	42,650	
26	41,774	*
27	41,436	*
28	41,300	*
29	41,265	*
30	40,416	
31	40,000	*
32	40,000	
33	39,600	*
34	39,350	*
35	38,200	*
36	37,829	
37	36,581	*
38	35,529	*
39	35,293	*
40	35,217	*
41	35,000	
42	34,672	*
43	34,300	*
44	34,000	*
45	33,190	
46	32,668	*
47	32,339	*
48	32,055	*
49	31,066	
50	30,545	*
51	30,336	*
52	29,917	*
53	29,640	*
54	28,997	
55	27,470	*
56	27,150	
57	27,000	
58	26,496	
59	26,076	*
60	25,821	*
61	25,356	*
62	25,258	*
63	24,860	
64	23,929	
65	23,641	*
66	18,550	*
AVERAGE "*"	41,166	
AVERAGE ALL	40,101	

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	76,443 *
2	(71,400)*
3	69,700 *
4	(66,073)*
5	65,915 *
6	(65,291)*
7	63,300
8	63,191 *
9	62,500 *
10	61,320 *
11	61,296 *
12	60,500 *
13	60,200 *
14	60,000
15	59,900 *
16	59,850 *
17	(59,786)*
18	59,640 *
19	59,400
20	59,352
21	(59,232)*
22	58,650 *
23	58,123 *
24	57,750 *
25	57,732 *
26	57,696
27	57,512 *
28	(57,500)*
29	57,500 *
30	57,402 *
31	56,892 *
32	56,660 *
33	56,640 *
34	56,016 *
35	56,000 *
36	55,930 *
37	55,323
38	55,279 *
39	55,200 *
40	55,164 *
41	55,000
42	54,994
43	54,500 *
44	(54,456)*
45	54,408 *
46	54,340
47	54,200 *
48	53,388
49	53,196
50	52,766 *
51	52,549 *
52	52,500
53	52,349
54	52,347 *
55	52,030 *
56	52,000 *
57	51,900 *
58	51,800 *
59	51,031 *
60	50,798
61	50,776
62	50,500
63	49,980 *
64	(49,801)*
65	48,980 *
66	48,921
67	48,841
68	48,690 *
69	48,358 *
70	48,105 *
71	47,970 *
72	(47,200)
73	47,171 *
74	47,000 *
75	46,820 *
76	46,800 *
77	(46,600)
78	46,505 *
79	46,502 *
80	46,279
81	46,176 *
82	46,107 *
83	46,000 *
84	45,948
85	45,868
86	45,775
87	45,381
88	45,320
89	45,000 *
90	44,892 *
91	44,856
92	44,526
93	44,310
94	44,140
95	44,100 *
96	44,084
97	44,046 *
98	44,000
99	43,876
100	43,767
101	43,720 *
102	43,664 *
103	43,645 *
104	43,587 *
105	43,550
106	43,500
107	42,059
108	42,025 *
109	41,700 *
110	41,604
111	41,583 *
112	(41,074)*
113	40,500
114	40,000 *
115	40,000
116	39,964 *
117	39,922 *
118	39,900 *
119	39,225
120	39,216
121	(38,700)*
122	38,314
123	38,127
124	38,084 *
125	(37,755)
126	37,600 *
127	37,050 *
128	36,696 *
129	35,945 *
130	35,000
131	34,567
132	33,000
133	32,448
134	32,380 *
135	31,880
136	31,800 *
137	31,200
138	30,000
139	28,952 *
140	28,079 *
141	26,712
142	25,920
143	23,004
AVERAGE "*"	50,762
AVERAGE ALL	48,372

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PAID 1987-88

TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	72,100 *
2	(71,400)*
3	70,350 *
4	67,750 *
5	(66,073)*
6	64,000 *
7	65,700 *
8	(65,291)*
9	64,739
10	62,800 *
11	62,068 *
12	61,500 *
13	59,500 *
14	59,440 *
15	(59,232)*
16	59,034 *
17	58,167
18	58,150 *
19	57,679 *
20	(57,500)*
21	57,250
22	57,243 *
23	57,032 *
24	55,750 *
25	56,673
26	56,433 *
27	56,200 *
28	56,016 *
29	55,471 *
30	55,344
31	55,300
32	55,300 *
33	55,000
34	55,000 *
35	54,716
36	54,692 *
37	54,541
38	(54,456)*
39	54,408 *
40	54,391 *
41	54,035 *
42	53,550 *
43	53,327 *
44	52,516 *
45	52,500
46	51,072 *
47	50,695
48	50,649 *
49	50,308 *
50	50,000
51	(49,801)*
52	49,680 *
53	49,500 *
54	49,129 *
55	49,117 *
56	48,978 *
57	48,880 *
58	48,700 *
59	48,654
60	48,023 *
61	48,000 *
62	47,800
63	47,833
64	(47,200)
65	47,000
66	46,957
67	46,713 *
68	(46,600)
69	46,296
70	46,272 *
71	46,200 *
72	46,200 *
73	46,183
74	46,100 *
75	46,024 *
76	46,000 *
77	45,924
78	45,550 *
79	45,218 *
80	45,000
81	44,900
82	44,900 *
83	44,860
84	44,583 *
85	44,518 *
86	44,348 *
87	44,310
88	44,300
89	44,105
90	44,000
91	43,943
92	43,613 *
93	43,552 *
94	42,624
95	42,500
96	42,360
97	42,323 *
98	42,197 *
99	41,820
100	41,500 *
101	41,500 *
102	41,300 *
103	41,208 *
104	(41,074)*
105	41,001
106	40,734 *
107	40,731 *
108	40,500 *
109	40,250
110	40,000
111	40,000 *
112	39,965
113	39,600
114	39,208
115	39,200 *
116	38,955
117	38,787 *
118	38,556
119	38,335 *
120	38,200 *
121	38,110
122	38,000 *
123	37,900
124	(37,755)
125	36,430 *
126	35,100 *
127	34,800 *
128	34,690
129	34,325
130	33,500 *
131	32,940
132	32,500 *
133	32,350 *
134	32,340
135	31,663
136	31,304
137	31,200
138	28,485
139	27,397 *
AVERAGE "*"	49,740
AVERAGE ALL	47,672

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	65,420 *
2	62,770 *
3	62,000 *
4	(59,786)*
5	59,000 *
6	57,950 *
7	57,849 *
8	57,437 *
9	56,381 *
10	56,200
11	55,700 *
12	55,500 *
13	55,249 *
14	55,000 *
15	54,500 *
16	54,450 *
17	54,408 *
18	53,616
19	52,761 *
20	52,738 *
21	52,720
22	52,500 *
23	51,912 *
24	51,820
25	51,735 *
26	51,500 *
27	51,312 *
28	51,132 *
29	50,950 *
30	50,760
31	50,600
32	50,505 *
33	50,140 *
34	50,034
35	50,000 *
36	50,000 *
37	49,800 *
38	49,737 *
39	49,708 *
40	49,500 *
41	49,200 *
42	48,905 *
43	48,725 *
44	48,696 *
45	48,201 *
46	47,350 *
47	47,237
48	46,992 *
49	46,957
50	46,800 *
51	46,625
52	46,000
53	45,955 *
54	45,430 *
55	45,000
56	44,935 *
57	44,739 *
58	44,200 *
59	44,170 *
60	44,100
61	44,100
62	44,016
63	44,000 *
64	44,000 *
65	43,870 *
66	43,675 *
67	43,645 *
68	43,597
69	43,404
70	43,389
71	43,386 *
72	43,254
73	43,040
74	42,919 *
75	42,660 *
76	42,263 *
77	42,025 *
78	41,500
79	41,316 *
80	41,264
81	41,228 *
82	41,144 *
83	41,124 *
84	40,950 *
85	40,950 *
86	40,811
87	40,714
88	40,584 *
89	40,509 *
90	40,200
91	40,173
92	40,000
93	39,939
94	39,931 *
95	39,905 *
96	39,700
97	39,694
98	39,441
99	39,600 *
100	39,400 *
101	39,374 *
102	39,340 *
103	39,200 *
104	39,072 *
105	38,874
106	38,830
107	(38,700)*
108	38,605
109	37,125
110	37,007
111	37,000 *
112	37,000 *
113	36,770
114	36,540 *
115	36,470 *
116	36,000 *
117	35,547 *
118	35,400
119	35,300
120	35,000 *
121	34,795 *
122	34,766
123	34,524
124	34,308
125	34,300
126	34,034
127	34,000
128	33,955 *
129	33,744
130	33,000
131	32,754
132	32,600
133	32,342
134	32,000 *
135	31,500
136	31,120
137	31,000
138	30,000 *
139	29,502
140	29,364
141	29,573 *
142	26,000
AVERAGE **	46,173
AVERAGE ALL	43,718

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PAID 1987-88

TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	82,000 *
2	71,000 *
3	69,035 *
4	68,903 *
5	66,340 *
6	66,100 *
7	64,515 *
8	63,600 *
9	62,500 *
10	61,980 *
11	59,210 *
12	58,126
13	57,250 *
14	57,236
15	57,200 *
16	55,779 *
17	55,008 *
18	55,000
19	55,000
20	54,800 *
21	54,456 *
22	54,200
23	53,964
24	53,611 *
25	53,500 *
26	53,000 *
27	53,000 *
28	52,692
29	52,500 *
30	52,500 *
31	52,380
32	52,250 *
33	52,000 *
34	51,734 *
35	51,162 *
36	51,021
37	50,679 *
38	50,520 *
39	50,500
40	50,329 *
41	50,000 *
42	49,926 *
43	49,896 *
44	49,700 *
45	49,224 *
46	48,957 *
47	48,821 *
48	48,700 *
49	48,557
50	48,444 *
51	48,376
52	47,700 *
53	47,600 *
54	47,250 *
55	47,008 *
56	46,693 *
57	46,272 *
58	46,523 *
59	46,500 *
60	46,200 *
61	46,100
62	46,000
63	45,870
64	45,850 *
65	45,560 *
66	44,724
67	44,712 *
68	44,628 *
69	43,781 *
70	43,744 *
71	43,100 *
72	43,000 *
73	42,840 *
74	42,600 *
75	42,340 *
76	42,327
77	42,100 *
78	41,500 *
79	41,500
80	41,000 *
81	40,850 *
82	40,747 *
83	40,400 *
84	40,000
85	39,778
86	39,558
87	39,244 *
88	39,157 *
89	39,000 *
90	38,625 *
91	38,000
92	37,536
93	37,224
94	37,100 *
95	36,550
96	36,000
97	35,928
98	35,750 *
99	35,700 *
100	35,010 *
101	35,000
102	35,000
103	34,318
104	34,035 *
105	33,888
106	33,569 *
107	33,539 *
108	33,500 *
109	33,400
110	32,760 *
111	32,661 *
112	32,608
113	32,019 *
114	32,003 *
115	31,518
116	31,336
117	31,261 *
118	30,893
119	30,640
120	30,000 *
121	29,279
122	29,016
123	29,000
124	28,875
125	28,743 *
126	28,136
127	27,910
128	27,759
129	26,280
130	26,000
131	18,931
AVERAGE "*"	47,561
AVERAGE ALL	44,572

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY	
1	107,573	*
2	102,240	*
3	98,479	*
4	97,218	*
5	96,800	*
6	93,000	*
7	90,925	*
8	90,000	*
9	87,450	*
10	87,234	*
11	87,098	*
12	87,000	*
13	86,677	*
14	86,440	*
15	86,304	*
16	85,600	*
17	83,759	*
18	83,500	*
19	83,101	
20	82,950	*
21	82,056	*
22	81,670	*
23	81,500	*
24	80,901	*
25	80,740	*
26	79,606	*
27	79,418	*
28	78,950	*
29	78,500	*
30	77,682	*
31	77,651	*
32	76,999	*
33	76,540	*
34	75,624	*
35	75,000	*
36	74,818	*
37	74,672	*
38	73,625	
39	72,314	
40	72,100	
41	72,000	*
42	72,000	*
43	71,817	*
44	71,470	
45	70,933	*
46	70,836	*
47	69,000	
48	68,976	*
49	68,880	
50	68,600	*
51	68,010	*
52	67,224	*
53	67,095	*
54	67,000	*
55	65,959	*
56	65,821	*
57	65,556	
58	65,300	
59	64,104	
60	64,050	*
61	63,900	*
62	63,884	*
63	63,149	
64	62,357	*
65	62,326	*
66	62,000	
67	61,871	
68	61,403	*
69	61,500	*
70	61,578	*
71	61,355	*
72	60,696	
73	60,610	*
74	60,593	*
75	60,245	*
76	60,060	*
77	60,060	
78	59,540	
79	59,500	*
80	59,270	*
81	59,099	*
82	57,700	*
83	57,490	
84	57,200	
85	56,484	*
86	54,885	
87	54,810	*
88	54,672	*
89	53,500	*
90	53,000	
91	52,500	*
92	51,500	*
93	51,128	
94	49,980	*
95	49,000	*
96	48,648	
97	48,000	*
98	46,647	
99	45,624	*
100	45,154	
101	42,550	*
102	42,344	
103	41,300	*
104	40,950	
105	39,945	
106	38,399	
107	37,586	
108	37,000	
109	35,400	*
110	35,153	
111	34,950	*
112	33,500	
113	31,744	*
114	31,272	
115	30,225	
116	29,932	
117	26,784	
118	24,570	
AVERAGE "*"	70,252	
AVERAGE ALL	64,609	

OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY	
1	(113,400)	*
2	(112,500)	*
3	109,500	*
4	107,651	*
5	(92,700)	*
6	89,728	*
7	88,962	*
8	87,500	*
9	83,200	*
10	83,110	*
11	81,613	*
12	(78,000)	*
13	(76,836)	*
14	(70,422)	*
15	64,513	*
16	64,000	*
17	60,600	
AVERAGE "*"	87,727	
AVERAGE ALL	86,131	

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OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE I (Continued)

OPERATIONS OFFICERS:
ADMINISTRATIVE
VICE PRESIDENT

RANK	SALARY	
1	(113,400)	*
2	(101,800)	*
3	97,500	*
4	95,000	*
5	93,600	*
6	90,745	*
7	90,000	*
8	89,000	*
9	88,008	
10	87,400	*
11	(86,700)	*
12	84,000	*
13	83,370	*
14	83,359	*
15	82,000	*
16	82,000	*
17	80,300	*
18	79,380	*
19	79,214	
20	78,645	*
21	(78,000)	*
22	77,920	*
23	77,760	*
24	77,186	*
25	76,400	
26	76,205	*
27	75,180	*
28	75,000	*
29	(75,000)	*
30	(74,050)	*
31	73,980	*
32	73,195	*
33	73,133	
34	72,923	*
35	71,499	*
36	71,355	*
37	70,548	*
38	70,029	*
39	69,774	
40	(69,680)	*
41	(68,900)	
42	68,000	
43	66,936	
44	64,700	
45	63,500	*
46	61,159	
47	60,600	*
48	60,200	
49	56,500	*
50	50,000	*
AVERAGE "*"	79,187	
AVERAGE ALL	77,294	

OPERATIONS OFFICERS:
VICE PRES FOR INSTI-
TUTIONAL PLANNING

RANK	SALARY	
1	90,240	*
2	89,800	*
3	88,670	*
4	84,700	*
5	78,000	
6	(77,140)	*
7	76,845	
8	75,000	*
9	75,000	*
10	(74,050)	*
11	73,850	
12	70,000	*
13	68,575	
14	68,538	*
15	(66,007)	*
16	65,084	*
17	65,004	
18	64,095	
19	57,700	*
20	53,000	*
21	51,604	*
22	(49,245)	*
23	44,987	
AVERAGE "*"	70,987	
AVERAGE ALL	69,876	

OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY	
1	87,700	*
2	84,276	*
3	85,000	*
4	78,240	*
5	78,200	*
6	75,996	*
7	75,000	*
8	(75,000)	
9	74,000	*
10	73,439	*
11	69,000	*
12	68,875	*
13	68,871	*
14	68,640	
15	68,165	*
16	67,000	*
17	66,937	*
18	66,500	
19	66,445	*
20	64,500	*
21	63,430	*
22	62,306	
23	61,836	

RANK	SALARY	
24	61,479	*
25	61,282	*
26	60,500	
27	60,293	*
28	60,000	
29	60,000	*
30	59,943	*
31	59,804	
32	59,400	
33	58,984	*
34	58,422	*
35	57,589	
36	57,348	*
37	57,150	
38	57,095	*
39	57,000	*
40	56,500	*
41	55,925	
42	55,385	
43	55,102	
44	55,000	*
45	52,968	*
46	52,000	*
47	52,000	
48	50,904	*
49	50,336	*
50	50,000	
51	49,500	*
52	49,500	*
53	48,235	
54	47,863	*
55	47,712	*
56	(47,040)	
57	47,000	
58	47,000	
59	46,804	*
60	44,960	
61	44,316	*
62	41,373	*
AVERAGE "*"	62,285	
AVERAGE ALL	60,404	

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OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE I (Continued)

OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY	
1	77,175	
2	75,600	*
3	75,000	*
4	75,000	*
5	74,500	*
6	71,760	*
7	70,949	
8	68,200	*
9	67,929	*
10	67,150	*
11	67,000	*
12	66,800	
13	66,750	*
14	66,397	
15	66,250	
16	65,508	
17	64,688	*
18	64,100	*
19	64,000	*
20	63,952	*
21	63,750	
22	62,500	
23	62,000	
24	62,000	*
25	62,000	*
26	61,000	*
27	60,962	*
28	60,900	*
29	59,760	
30	59,660	*
31	(59,640)	
32	58,134	*
33	57,856	*
34	57,500	*
35	56,563	
36	56,500	*
37	56,254	
38	56,200	
39	56,093	
40	55,700	
41	55,500	*
42	55,105	*
43	55,000	*
44	54,072	*
45	54,000	*
46	53,720	*
47	53,135	*
48	51,756	
49	51,600	
50	51,500	
51	51,500	
52	51,500	*
53	51,362	*
54	51,000	*
55	49,901	
56	49,747	*
57	49,290	*
58	49,250	*
59	48,664	*
60	48,456	
61	48,369	*
62	48,000	
63	48,000	*
64	47,050	*
65	46,720	*
66	46,008	
67	45,961	
68	45,800	*
69	44,949	
70	44,900	*
71	44,730	*
72	44,498	*
73	44,000	*
74	43,368	*
75	43,000	*
76	42,000	*
77	40,236	*
78	40,000	*
79	39,323	*
80	39,135	
81	39,063	*
82	38,900	*
83	36,121	
84	35,400	
85	34,519	*
86	34,000	*
87	33,800	
88	33,200	*
89	32,365	*
90	31,700	
91	27,144	*
92	22,000	
93	19,000	
AVERAGE "*"	53,247	
AVERAGE ALL	52,722	

OPERATIONS OFFICERS:
VICE PRESIDENT FOR FACILITIES

RANK	SALARY	
1	87,400	*
2	78,000	*
3	77,160	*
4	76,300	*
5	75,500	*
6	74,800	
7	73,100	
8	70,027	*
9	69,774	
10	67,100	*
11	63,000	*
12	(55,100)	*
13	53,117	*
AVERAGE "*"	70,270	
AVERAGE ALL	70,775	

OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY	
1	93,027	*
2	79,050	*
3	76,400	*
4	76,173	*
5	(72,500)	*
6	70,000	
7	68,200	*
8	68,000	*
9	64,449	*
10	62,000	*
11	61,403	*
12	61,000	*
13	60,852	
14	60,000	*
15	59,500	
16	58,466	*
17	58,032	*
18	58,000	*
19	57,240	*
20	56,840	
21	56,689	*
22	(56,610)	
23	56,000	
24	55,600	*
25	55,490	*
26	55,000	*
27	54,440	
28	54,271	
29	53,300	*
30	53,000	
31	52,900	*
32	52,428	*
33	52,140	*
34	52,000	*
35	51,996	*
36	51,864	
37	51,000	*
38	50,842	*
39	50,800	*
40	50,739	*
41	50,508	*
42	50,500	*
43	50,400	
44	50,074	*
45	50,040	*
46	49,749	*
47	49,350	
48	48,250	*
49	47,604	*
50	47,436	*
51	46,104	*
52	45,600	

(Continued)

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OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE I (Continued)

(Continued)

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

RANK	SALARY	
53	45,000	*
54	44,949	
55	44,940	*
56	44,100	*
57	43,548	
58	43,300	*
59	42,550	*
60	41,522	*
61	41,090	*
62	41,059	*
63	40,200	
64	40,200	
65	39,781	
66	39,000	*
67	38,824	*
68	38,020	
69	37,750	
70	37,370	
71	36,702	
72	34,207	
73	33,500	
74	33,050	*
75	32,600	*
76	31,930	*
AVERAGE "*"	53,196	
AVERAGE ALL	51,435	

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY	
1	80,000	*
2	78,800	*
3	76,800	*
4	76,334	*
5	74,204	*
6	74,160	*
7	73,500	*
8	72,758	*
9	72,719	*
10	(72,500)	*
11	71,030	*
12	69,015	*
13	67,745	
14	67,229	*
15	66,330	*
16	66,156	*
17	65,915	*
18	65,867	*
19	65,847	*
20	65,500	*
21	65,500	*
22	65,000	*
23	64,500	*
24	64,353	*
25	63,945	*
26	63,870	*
27	63,500	*
28	63,300	*
29	62,850	*
30	62,300	
31	62,173	*
32	61,968	
33	61,770	*
34	61,300	*
35	61,000	*
36	61,000	*
37	60,744	*
38	60,000	*
39	59,833	*
40	59,534	*
41	59,250	
42	58,920	*
43	58,700	*
44	58,464	*
45	58,405	*
46	58,300	
47	58,240	
48	58,167	
49	58,000	*
50	57,450	*
51	57,360	*
52	56,670	
53	(56,610)	
54	56,220	
55	56,100	*
56	55,931	*
57	55,800	*
58	55,548	*
59	55,500	
60	55,500	
61	55,400	
62	55,175	*
63	(55,100)	*
64	55,091	
65	55,000	
66	55,000	
67	54,816	
68	53,537	
69	53,500	
70	53,300	
71	53,100	
72	53,066	
73	53,004	
74	52,853	
75	52,700	
76	52,300	*
77	52,003	
78	52,000	
79	51,908	
80	51,919	*
81	51,467	*
82	51,000	
83	51,000	
84	50,625	*
85	50,400	*
86	50,328	*
87	50,133	*
88	50,004	
89	50,004	*
90	50,000	*
91	49,500	*
92	49,000	
93	48,731	
94	48,840	*
95	48,538	
96	48,500	
97	48,500	*
98	48,438	*
99	48,312	*
100	48,000	*
101	48,000	
102	47,515	*
103	47,412	
104	47,200	
105	47,000	*
106	46,904	*
107	46,800	*
108	46,752	*
109	46,704	*
110	46,468	*
111	46,350	
112	46,000	*
113	45,934	*
114	45,825	
115	45,800	*
116	45,000	
117	44,646	
118	43,130	
119	42,050	*
120	41,613	*
121	40,850	
122	40,200	
123	40,020	*
124	40,020	
125	39,600	*
126	38,700	
127	38,667	
128	38,007	
129	33,599	
AVERAGE "*"	58,199	
AVERAGE ALL	55,390	

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE I (Continued)

OPERATIONS OFFICERS:
DIRECTOR OF
PUBLIC SAFETY

RANK	SALARY	
1	73,829	*
2	73,000	*
3	62,441	*
4	62,276	*
5	62,250	*
6	62,200	*
7	61,475	*
8	61,000	*
9	60,450	
10	57,464	*
11	56,980	
12	56,700	*
13	54,800	
14	54,500	*
15	54,500	*
16	54,334	*
17	54,000	
18	53,800	*
19	53,500	*
20	53,215	*
21	53,000	*
22	52,930	*
23	52,860	*
24	52,850	*
25	52,500	*
26	52,050	*
27	52,000	*
28	50,500	*
29	50,045	*
30	50,000	
31	50,000	*
32	49,680	
33	49,400	*
34	49,140	*
35	48,474	
36	48,337	*
37	48,000	
38	47,855	
39	47,850	*
40	47,744	*
41	47,648	*
42	47,386	*
43	47,182	*
44	47,000	*
45	47,000	*
46	46,541	*
47	46,500	
48	46,488	*
49	46,388	
50	45,912	*
51	45,912	*
52	45,900	
53	45,800	*
54	45,668	*
55	45,392	*
56	44,800	
57	44,640	
58	44,233	*
59	43,980	*
60	43,878	
61	43,665	*
62	43,250	*
63	43,200	*
64	43,200	*
65	43,050	*
66	43,000	*
67	42,456	
68	42,436	*
69	42,425	
70	42,018	
71	42,000	
72	41,935	
73	41,796	
74	41,787	
75	41,022	
76	41,000	*
77	40,874	
78	40,056	*
79	40,041	*
80	40,000	
81	40,000	*
82	39,430	*
83	38,636	*
84	38,000	
85	38,000	
86	37,840	*
87	37,648	
88	37,572	
89	37,400	*
90	37,368	*
91	37,015	*
92	36,186	
93	36,000	*
94	35,774	*
95	35,712	*
96	35,700	
97	35,570	*
98	35,385	
99	34,800	
100	34,172	
101	33,715	*
102	33,610	*
103	33,241	
104	33,238	
105	32,983	
106	32,508	
107	32,400	
108	32,388	
109	32,356	*
110	31,944	*
111	31,400	
112	30,900	
113	30,020	
114	29,906	
115	29,314	*
116	27,500	*
117	27,191	
118	27,166	*
119	26,964	
120	26,400	
121	25,036	*
122	24,980	
123	20,500	
AVERAGE "*"	44,464	
AVERAGE ALL	43,654	

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OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE I (Continued)

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR INSTITUTIONAL ADVANCEMENT

RANK	SALARY	
1	164,300	*
2	124,000	*
3	94,000	*
4	88,300	*
5	(85,400)	*
6	(85,200)	*
7	84,900	
8	84,100	*
9	83,375	*
10	83,357	*
11	80,136	*
12	80,100	*
13	78,000	
14	77,809	*
15	77,550	*
16	77,486	
17	77,250	
18	77,160	*
19	(76,428)	*
20	76,000	*
21	75,000	
22	74,700	*
23	74,400	
24	73,990	*
25	73,850	
26	73,500	*
27	72,710	*
28	72,000	
29	72,000	
30	70,560	
31	70,500	*
32	70,400	
33	69,774	
34	69,000	*
35	67,000	*
36	65,504	*
37	65,000	
38	65,000	
39	63,385	
40	62,500	
41	62,000	*
42	60,000	
43	59,568	
44	57,770	*
45	57,408	
46	52,020	
47	49,500	
AVERAGE "*"	81,688	
AVERAGE ALL	75,612	

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR PUBLIC RELATIONS/INFORMATION

RANK	SALARY	
1	(93,980)	*
2	(85,400)	*
3	85,097	*
4	84,825	*
5	84,245	*
6	80,892	*
7	79,000	*
8	77,250	*
9	76,400	*
10	75,960	*
11	74,621	*
12	73,500	*
13	72,660	*
14	71,556	
15	70,560	
16	70,000	
17	68,000	
18	67,400	*
19	66,196	*
20	64,500	
21	62,500	
22	62,500	*
23	62,410	*
24	59,800	
25	59,430	*
26	58,370	
27	57,500	
28	53,495	*
29	35,000	
AVERAGE "*"	74,487	
AVERAGE ALL	70,105	

PUBLIC RELATIONS OFFICERS: DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK	SALARY	
1	76,000	*
2	74,765	
3	68,500	*
4	67,800	*
5	67,250	*
6	66,196	*
7	64,000	*
8	65,200	*
9	64,056	
10	63,535	*
11	62,836	
12	59,383	
13	58,809	*
14	58,625	*
15	58,300	*
16	57,400	
17	57,500	*
18	57,000	*
19	56,782	*
20	56,368	
21	56,365	
22	55,800	
23	55,200	*
24	55,125	*
25	55,000	
26	54,799	*
27	54,000	*
28	53,500	*
29	52,902	*
30	52,500	*
31	52,462	*
32	52,423	*
33	52,153	*
34	52,138	*
35	52,100	
36	51,800	
37	51,704	*
38	51,653	
39	51,500	*
40	51,500	*
41	51,362	*
42	(51,064)	*
43	51,000	*
44	50,950	
45	50,610	*
46	50,400	
47	49,920	*
48	49,875	*
49	49,608	*
50	49,000	*
51	48,662	*
52	48,380	*
53	48,000	*
54	47,868	*
55	47,714	*
56	47,423	
57	47,396	*
58	47,382	
59	47,300	*
60	47,256	*
61	46,764	*
62	46,400	*
63	46,041	
64	46,008	
65	45,500	
66	45,301	*
67	45,170	
68	45,056	
69	45,040	
70	44,470	*
71	44,082	*
72	44,019	*
73	44,000	
74	43,963	*
75	43,816	

(Continued)

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OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE I (Continued)

(Continued)

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

RANK	SALARY	
76	43,600	*
77	43,012	*
78	43,011	
79	43,000	
80	42,752	
81	42,588	*
82	42,500	*
83	42,000	
84	41,900	*
85	41,900	*
86	41,780	*
87	41,375	*
88	40,948	
89	40,830	*
90	40,368	
91	40,198	
92	39,999	
93	39,830	*
94	39,360	
95	39,270	
96	38,325	*
97	38,014	
98	36,545	*
99	36,400	*
100	36,000	*
101	35,464	*
102	34,360	
103	33,428	*
104	33,234	
105	32,800	
106	32,172	*
107	32,100	
108	31,782	
109	(31,029)	*
110	30,500	
111	28,010	*
112	25,027	*
113	25,017	
114	24,982	*

AVERAGE "*" 48,696

AVERAGE ALL 47,628

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR
LEGISLATIVE RELATIONS

RANK	SALARY	
1	94,600	*
2	(75,000)	
3	72,800	*
4	69,774	
5	65,800	*
6	(62,550)	
7	61,992	*

AVERAGE "*" 73,798

AVERAGE ALL 71,788

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE
RELATIONS

RANK	SALARY	
1	85,690	*
2	75,731	*
3	69,894	*
4	66,875	*
5	66,275	*
6	66,252	*
7	64,000	
8	63,000	*
9	62,600	
10	62,500	*
11	62,400	
12	61,740	*
13	61,334	*
14	61,000	
15	(59,640)	
16	59,600	
17	59,360	*
18	59,004	
19	59,000	
20	52,000	*
21	51,100	*
22	50,384	
23	50,214	
24	50,000	*
25	49,348	*
26	47,250	*
27	47,046	*
28	44,900	*
29	46,200	*
30	44,000	
31	43,556	*
32	42,000	
33	38,238	*
34	38,085	
35	36,888	*
36	34,650	*
37	34,400	
38	32,292	*

AVERAGE "*" 54,.55

AVERAGE ALL 54,222

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR
DEVELOPMENT

RANK	SALARY	
1	97,500	*
2	(93,980)	*
3	93,960	*
4	92,200	*
5	90,000	*
6	90,000	*
7	89,000	*
8	86,500	*
9	(85,200)	*
10	79,800	*
11	77,700	*
12	76,962	*
13	75,672	*
14	74,000	
15	73,800	*
16	72,800	*
17	71,400	*
18	71,400	
19	70,560	
20	70,000	
21	(68,900)	
22	68,750	*
23	67,080	
24	66,700	*
25	66,300	*
26	(66,007)	*
27	65,820	*
28	65,558	*
29	64,562	*
30	63,600	*
31	62,974	*
32	62,000	*
33	61,422	*
34	61,267	*
35	60,000	*
36	58,400	
37	57,500	*
38	57,346	
39	40,430	*

AVERAGE "*" 73,512

AVERAGE ALL 72,219

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OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE I (Continued)

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY	
1	92,000	*
2	86,020	*
3	79,750	*
4	77,000	*
5	76,552	*
6	72,974	*
7	70,500	*
8	70,000	*
9	68,256	
10	67,200	*
11	66,150	*
12	65,508	*
13	(65,000)	*
14	64,170	*
15	64,080	*
16	63,862	*
17	63,600	
18	62,500	
19	61,716	*
20	61,662	*
21	61,000	
22	60,000	*
23	59,890	
24	59,616	*
25	59,040	*
26	58,400	*
27	58,033	
28	57,978	*
29	57,770	*
30	57,300	
31	(55,917)	*
32	55,900	*
33	55,000	*
34	55,000	*
35	55,000	*
36	54,960	
37	54,328	
38	54,018	
39	53,443	
40	53,050	*
41	52,000	*
42	51,826	
43	51,500	
44	(51,064)	*
45	50,000	
46	50,000	*
47	49,820	*
48	49,512	
49	49,350	*
50	48,738	
51	47,955	*
52	47,404	*
53	46,050	*
54	46,000	
55	(45,906)	
56	45,504	*
57	45,000	*
58	45,000	*
59	44,635	
60	44,520	
61	43,935	
62	42,504	
63	42,350	
64	42,184	*
65	42,060	
66	41,575	*
67	40,400	
68	39,473	
69	39,431	*
70	38,339	*
71	38,000	
72	37,500	*
73	37,100	
74	36,575	
75	32,000	*
76	24,960	
AVERAGE "*"	57,522	
AVERAGE ALL	54,120	

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

RANK	SALARY	
1	90,000	*
2	85,330	*
3	79,500	*
4	74,000	*
5	67,000	*
6	(65,000)	*
7	65,000	*
8	63,000	*
9	62,643	*
10	62,255	*
11	61,704	*
12	60,000	
13	58,850	*
14	57,226	
15	56,464	*
16	56,497	
17	56,211	*
18	(55,917)	*
19	55,000	*
20	54,236	*
21	54,000	*
22	53,635	
23	53,160	*
24	52,993	*
25	52,750	*
26	52,500	*
27	52,193	*
28	52,000	
29	50,880	*
30	50,553	*
31	50,000	*
32	49,426	*
33	49,273	*
34	48,828	*
35	48,610	*
36	48,500	
37	48,357	
38	48,000	
39	46,804	*
40	46,200	*
41	45,947	*
42	(45,906)	
43	(45,732)	*
44	45,500	*
45	45,154	*
46	45,000	*
47	44,704	
48	44,364	*
49	44,360	*
50	43,792	*
51	43,688	*
52	43,668	*
53	43,500	
54	43,000	
55	42,471	*
56	42,425	
57	42,190	*
58	42,047	*
59	41,315	*
60	41,313	
61	41,302	*
62	41,232	
63	41,033	*
64	41,000	
65	40,805	*
66	39,562	*
67	39,300	*
68	39,000	
69	38,600	
70	38,076	*
71	37,128	*
72	37,112	
73	36,750	
74	36,670	*
75	36,000	
76	35,962	*
77	35,938	
78	35,170	
79	35,000	
80	35,000	*
81	34,461	*
82	34,327	*
83	34,268	*
84	34,201	
85	33,647	
86	33,600	
87	33,570	*
88	33,030	
89	32,970	
90	32,619	

(Continued)

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OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE I (Continued)

(Continued)

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY	
91	32,610	*
92	32,600	
93	32,004	
94	32,000	
95	31,657	*
96	31,506	*
97	31,500	*
98	31,452	
99	31,233	
100	31,185	
101	31,000	
102	30,852	
103	29,364	
104	29,303	
105	28,686	
106	28,594	
107	28,476	
108	26,828	
109	26,033	
110	26,000	
111	24,720	
112	24,000	
AVERAGE "*"	48,976	
AVERAGE ALL	43,926	

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE EXTENSION

RANK	SALARY	
1	(98,700)	*
2	97,306	*
3	91,700	*
4	90,800	*
5	90,650	*
6	89,760	*
7	82,800	*
8	80,290	*
9	(78,500)	*
10	(78,000)	*
11	77,647	*
12	77,605	*
13	76,975	*
14	75,157	*
15	75,000	*
16	74,900	*
17	73,600	*
18	73,000	*
19	72,050	*
20	69,514	*
21	69,102	*
22	66,756	*
23	65,844	*
24	64,923	*
25	64,164	*
26	63,900	*
27	62,178	*
28	61,908	*
29	61,500	*
30	60,637	*
31	58,498	*
32	53,776	*
33	44,925	
34	42,000	
35	39,400	*
36	38,306	
37	35,360	
38	31,604	*
39	30,000	
40	27,351	
AVERAGE "*"	72,010	
AVERAGE ALL	56,692	

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH

RANK	SALARY	
1	110,985	*
2	107,280	*
3	107,000	*
4	100,000	*
5	100,000	*
6	97,650	*
7	94,000	*
8	92,500	
9	90,600	*
10	89,000	*
11	85,900	*
12	83,357	*
13	81,500	*
14	81,453	*
15	81,252	*
16	81,090	
17	79,785	*
18	79,308	*
19	77,000	*
20	75,015	*
21	74,203	*
22	73,980	*
23	73,200	*
24	72,600	*
25	72,000	
26	72,000	*
27	67,500	*
28	67,488	
29	67,384	
30	63,000	*
31	62,800	
32	62,484	*
33	59,552	
34	59,240	*
35	57,000	
36	54,720	*
37	39,500	
AVERAGE "*"	81,929	
AVERAGE ALL	78,198	

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH AND GRADUATE DEAN

RANK	SALARY	
1	127,000	*
2	105,000	*
3	98,500	*
4	98,341	*
5	95,370	*
6	(94,400)	*
7	92,400	*
8	90,000	*
9	88,462	*
10	87,000	*
11	85,260	*
12	85,000	*
13	83,500	*
14	82,729	*
15	82,500	*
16	80,892	*
17	80,500	*
18	80,290	*
19	79,500	*
20	79,332	*
21	79,000	
22	78,384	*
23	77,792	*
24	77,600	*
25	77,000	
26	76,000	
27	76,000	
28	73,924	*
29	73,600	*
30	73,000	*
31	72,551	*
32	72,240	
33	70,000	*
34	69,800	*
35	(69,000)	*
36	68,730	
37	67,599	*
38	66,500	
39	53,750	
AVERAGE "*"	83,845	
AVERAGE ALL	81,241	

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OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE I (Continued)

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

RANK	SALARY	
1	100,000	*
2	89,000	*
3	85,860	*
4	80,100	*
5	79,400	
6	(75,108)	
7	73,299	*
8	72,461	*
9	72,000	*
10	71,964	*
11	71,500	*
12	69,497	*
13	66,200	
14	65,775	*
15	64,800	*
16	(64,438)	*
17	63,800	*
18	63,140	*
19	62,863	*
20	62,600	
21	62,500	
22	62,000	*
23	61,797	*
24	60,550	*
25	60,187	*
26	59,880	*
27	59,527	*
28	59,257	*
29	59,000	*
30	58,375	*
31	58,300	*
32	58,167	
33	57,943	*
34	57,200	*
35	57,200	
36	56,676	*
37	56,500	
38	56,412	*
39	56,343	*
40	56,266	
41	56,160	
42	55,650	*
43	55,356	*
44	55,200	
45	54,999	*
46	54,750	*
47	54,700	*
48	54,000	
49	53,900	*
50	53,568	*
51	53,304	*
52	53,125	*
53	53,000	
54	52,653	
55	52,500	
56	52,500	
57	52,500	*
58	52,200	*
59	52,200	*
60	51,800	*
61	51,547	*
62	50,700	
63	50,682	*
64	50,648	
65	50,111	
66	50,004	
67	50,000	*
68	49,728	
69	49,700	*
70	48,407	*
71	47,940	*
72	47,880	*
73	47,500	
74	47,150	*
75	47,020	*
76	46,800	
77	46,500	
78	46,458	
79	45,700	*
80	45,684	
81	45,642	
82	45,000	
83	45,000	*
84	44,646	*
85	43,740	
86	43,704	
87	43,704	
88	43,499	*
89	42,780	*
90	42,547	
91	41,388	*
92	41,230	*
93	40,019	
94	39,831	*
95	39,791	
96	38,760	*
97	37,875	
98	37,284	
99	37,220	*
100	36,485	*
101	36,225	
102	36,130	*
103	35,860	
104	35,315	*
105	34,500	*
106	34,300	*
107	34,000	
AVERAGE "*"	55,722	
AVERAGE ALL	53,725	

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY	
1	78,750	*
2	77,000	*
3	69,539	*
4	69,131	*
5	64,650	
6	63,538	
7	61,200	*
8	60,076	*
9	59,118	*
10	58,300	*
11	57,800	*
12	57,000	*
13	56,805	*
14	56,800	
15	56,786	*
16	56,724	
17	56,400	*
18	56,112	*
19	56,100	
20	56,000	*
21	56,000	*
22	55,400	
23	55,150	*
24	54,660	
25	54,650	*
26	53,940	
27	53,680	*
28	53,600	
29	53,544	
30	53,250	*
31	53,000	*
32	52,690	*
33	52,560	*
34	52,500	*
35	52,250	*
36	52,200	*
37	51,900	
38	51,500	*
39	51,178	*
40	51,162	*
41	51,159	
42	50,436	
43	50,307	*
44	50,000	
45	49,934	*
46	49,900	*
47	49,500	*
48	(49,245)	*
49	49,126	
50	48,800	*
51	48,792	*
52	48,600	*

(Continued)

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OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE I (Continued)

(Continued)

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY	
53	48,500	
54	48,400	*
55	48,195	*
56	47,842	*
57	46,800	*
58	46,720	*
59	46,448	*
60	46,049	*
61	45,600	*
62	45,000	*
63	45,000	*
64	45,000	
65	44,990	
66	44,400	*
67	44,328	
68	44,271	*
69	44,250	*
70	44,100	*
71	43,206	*
72	43,180	
73	43,000	*
74	42,900	
75	42,470	*
76	42,518	
77	42,000	
78	41,540	
79	41,504	*
80	41,228	*
81	40,700	
82	40,488	
83	40,500	*
84	40,479	*
85	40,000	*
86	39,917	
87	39,520	
88	39,042	
89	38,472	
90	38,373	
91	37,875	
92	35,000	*
93	35,000	*
94	34,600	
95	34,569	*
96	34,290	*
97	33,500	
98	33,240	
99	32,815	*
100	29,484	
101	28,000	
102	23,228	*
AVERAGE "*"	40,805	
AVERAGE ALL	48,307	

DEANS:
AGRICULTURE

RANK	SALARY	
1	110,000	*
2	107,100	*
3	106,500	*
4	100,000	*
5	99,960	*
6	(98,916)	*
7	96,600	*
8	95,000	*
9	93,800	*
10	93,500	*
11	93,300	*
12	93,000	*
13	92,400	*
14	92,000	*
15	90,250	*
16	87,363	*
17	86,004	*
18	85,656	*
19	85,030	*
20	85,000	*
21	82,807	*
22	82,400	*
23	82,000	*
24	80,538	*
25	(78,500)	*
26	77,400	*
27	76,369	*
28	74,905	*
29	74,800	*
30	74,530	*
31	74,148	*
32	73,944	*
33	73,200	*
34	73,000	*
35	72,000	*
36	72,000	*
37	71,879	*
38	71,180	*
39	68,291	*
40	68,078	*
41	66,600	*
42	66,600	*
43	64,320	*
44	61,160	*
45	60,000	
46	59,500	*
47	(59,328)	
48	58,047	*
49	51,661	
50	41,748	*
AVERAGE "*"	81,092	
AVERAGE ALL	79,646	

DEANS:
ARCHITECTURE

RANK	SALARY	
1	95,000	*
2	94,400	*
3	91,680	*
4	90,100	*
5	90,000	*
6	89,160	*
7	89,000	*
8	88,000	*
9	87,610	*
10	86,538	*
11	85,300	*
12	85,000	*
13	82,000	*
14	80,240	*
15	78,000	*
16	77,000	*
17	77,000	
18	76,176	*
19	75,709	*
20	73,308	*
21	73,000	*
22	72,503	
23	72,288	*
24	72,000	*
25	71,400	*
26	70,000	*
27	70,000	*
28	70,000	*
29	69,480	*
30	69,531	*
31	68,874	
32	68,800	*
33	68,000	
34	67,215	*
35	66,560	*
36	66,113	*
37	64,900	*
38	64,435	*
39	62,100	*
40	60,120	*
41	54,727	*
AVERAGE "*"	76,408	
AVERAGE ALL	75,938	

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE I (Continued)

DEANS:
ARTS AND LETTERS

RANK	SALARY	
1	(99,600)	*
2	88,450	*
3	85,500	
4	85,000	
5	79,223	*
6	78,000	*
7	74,952	
8	71,500	*
9	70,584	*
10	66,084	*
11	65,984	
AVERAGE ***	79,063	
AVERAGE ALL	78,625	

DEANS:
ARTS AND SCIENCES

RANK	SALARY	
1	119,340	*
2	106,500	*
3	105,200	*
4	101,700	*
5	98,500	*
6	97,600	*
7	96,772	*
8	96,300	*
9	94,500	*
10	93,500	
11	92,106	*
12	92,000	*
13	91,900	*
14	90,000	*
15	88,000	*
16	87,000	*
17	86,950	*
18	85,800	*
19	85,500	*
20	85,000	*
21	85,000	*
22	85,000	*
23	85,000	*
24	84,586	*
25	83,513	*
26	82,868	*
27	82,834	*
28	82,700	
29	81,850	
30	80,940	
31	80,004	*
32	80,000	*
33	79,350	*
34	79,876	*
35	79,795	*
36	78,324	
37	78,300	*
38	78,174	*
39	78,000	*
40	77,910	
41	77,870	*
42	77,500	
43	77,400	
44	77,000	
45	76,500	*
46	75,642	*
47	75,407	*
48	75,328	*
49	75,200	*
50	75,100	*
51	75,000	
52	74,700	
53	74,484	
54	74,392	*
55	74,000	*
56	71,598	*
57	71,050	
58	71,000	
59	70,668	*
60	70,000	*
61	70,000	*
62	70,000	
63	69,500	*
64	69,000	
65	68,900	
66	68,671	*
67	68,291	*
68	68,125	*
69	68,000	
70	67,874	*
71	66,998	*
72	66,723	
73	66,400	
74	66,274	
75	65,550	
76	65,000	
77	63,596	
78	62,754	*
79	61,408	
80	60,840	
81	60,719	
82	60,500	
83	60,121	
84	59,509	*
85	58,938	
86	58,500	
87	57,850	
88	56,451	
89	55,200	*
90	50,433	
AVERAGE ***	81,600	
AVERAGE ALL	78,973	

DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY	
1	132,000	*
2	130,840	*
3	121,500	*
4	120,000	*
5	120,000	*
6	113,000	*
7	106,000	*
8	102,600	*
9	102,000	*
10	101,500	*
11	100,500	*
12	100,000	*
13	98,800	
14	98,800	*
15	98,300	*
16	97,151	*
17	97,125	*
18	96,600	*
19	94,500	*
20	94,500	*
21	94,500	*
22	93,048	*
23	92,700	*
24	92,700	*
25	91,091	*
26	91,000	*
27	90,769	
28	90,000	*
29	89,500	*
30	89,000	*
31	88,715	*
32	88,000	*
33	88,000	*
34	87,773	
35	87,500	*
36	87,150	*
37	86,400	*
38	86,300	
39	86,100	*
40	85,198	*
41	85,000	*
42	85,000	*
43	85,000	
44	83,844	*
45	82,909	*
46	82,892	
47	82,795	*
48	82,775	*
49	82,665	*
50	82,600	*
51	82,092	*
52	81,400	*

(Continued)

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE I (Continued)

(Continued)

DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY	
53	81,000	
54	80,695	
55	80,000	
56	80,000	
57	80,000	*
58	80,000	*
59	80,000	
60	79,450	
61	79,310	*
62	79,000	
63	78,174	*
64	77,100	*
65	76,960	
66	76,200	*
67	75,675	*
68	75,117	*
69	75,000	*
70	75,000	*
71	74,764	
72	74,736	
73	74,100	
74	74,068	*
75	73,836	
76	73,804	*
77	73,588	
78	73,500	
79	73,500	
80	73,500	
81	73,500	*
82	73,392	*
83	73,250	
84	73,236	*
85	72,800	*
86	72,716	*
87	71,800	*
88	71,646	*
89	71,555	*
90	71,500	
91	71,300	*
92	70,761	*
93	70,527	
94	70,500	
95	70,200	
96	70,000	
97	68,785	
98	68,595	*
99	68,291	*
100	68,000	
101	67,600	*
102	67,300	
103	67,200	*
104	66,450	
105	66,000	*
106	65,350	
107	65,000	
108	65,000	*
109	64,768	*
110	64,200	
111	64,000	
112	63,650	
113	63,590	
114	61,380	
115	60,719	
116	60,268	
117	60,257	*
118	60,121	
119	59,988	*
120	59,500	*
121	59,682	
122	59,000	
123	57,000	*
124	56,500	
125	51,200	*
AVERAGE "*"	84,702	
AVERAGE ALL	80,274	

DEANS:
CONTINUING EDUCATION

RANK	SALARY	
1	94,000	*
2	82,800	*
3	79,200	*
4	78,600	*
5	76,877	*
6	76,451	*
7	76,120	*
8	74,018	*
9	72,480	*
10	72,080	
11	71,534	*
12	71,500	*
13	71,400	*
14	70,500	*
15	70,036	*
16	70,000	*
17	69,500	*
18	69,132	*
19	69,000	*
20	68,575	
21	68,500	*
22	68,176	*
23	67,704	*
24	67,156	*
25	66,930	*
26	66,800	*
27	66,672	
28	66,250	*
29	66,250	
30	65,962	*
31	64,850	
32	64,690	*
33	64,154	
34	63,525	*
35	63,524	*
36	63,396	
37	63,000	*
38	62,700	*
39	62,400	
40	62,204	*
41	61,932	*
42	61,915	
43	61,821	*
44	61,714	*
45	61,513	
46	60,720	*
47	60,500	
48	60,121	
49	59,000	
50	58,900	
51	58,800	*
52	57,700	*
53	57,612	
54	57,300	
55	56,983	*
56	56,752	*
57	56,200	*
58	56,100	
59	56,000	*
60	55,600	
61	55,522	*
62	55,500	
63	54,479	
64	54,444	
65	53,226	
66	53,000	*
67	52,693	*
68	52,250	
69	52,231	*
70	52,140	*
71	51,900	
72	51,599	*
73	51,000	*
74	50,820	
75	50,045	*
76	50,000	
77	50,000	
78	50,000	
79	49,778	
80	48,147	
81	47,602	*
82	46,240	*
83	45,700	*
84	44,762	
85	43,587	*
86	42,678	*
87	41,640	
88	40,560	
89	39,216	
90	38,384	
91	29,330	*
AVERAGE "*"	62,900	
AVERAGE ALL	60,049	

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE I (Continued)

DEANS:
EARTH SCIENCES/
NATURAL RESOURCES

RANK	SALARY	
1	102,900	*
2	79,355	*
3	73,632	*
4	72,750	*
5	70,560	*
6	70,000	*
7	69,000	*
8	58,194	
AVERAGE "*"	76,885	
AVERAGE ALL	74,549	

DEANS:
EDUCATION

RANK	SALARY	
1	99,300	*
2	97,700	*
3	97,400	*
4	96,000	*
5	95,400	*
6	90,558	*
7	89,200	
8	88,900	*
9	88,000	*
10	87,300	*
11	86,760	*
12	86,275	*
13	85,700	*
14	85,500	*
15	85,431	*
16	85,250	*
17	84,000	*
18	83,500	*
19	83,387	*
20	83,375	*
21	82,992	*
22	81,700	*
23	81,324	*
24	81,200	*
25	81,000	*
26	81,000	
27	80,879	*
28	80,625	*
29	80,200	*
30	80,000	*
31	79,855	*
32	79,400	*
33	78,270	*
34	78,000	*
35	78,000	*
36	77,860	*
37	77,270	*
38	77,252	*
39	76,537	*
40	75,524	*
41	75,407	*
42	75,238	
43	75,000	
44	74,200	
45	74,000	
46	73,700	*
47	73,272	*
48	73,236	*
49	73,080	
50	73,025	
51	73,000	*
52	72,600	
53	72,558	*
54	72,213	*
55	71,760	*
56	71,550	
57	71,350	
58	71,040	
59	71,012	*
60	71,000	*
61	70,700	
62	70,257	*
63	70,200	
64	70,008	
65	70,000	*
66	69,977	*
67	69,900	*
68	69,443	*
69	69,000	*
70	69,000	*
71	69,000	
72	68,675	*
73	68,514	
74	68,364	*
75	68,100	*
76	67,980	*
77	67,710	*
78	67,000	
79	66,200	
80	65,856	*
81	65,812	*
82	65,629	
83	65,500	*
84	65,472	
85	65,027	*
86	65,000	
87	64,400	*
88	64,334	
89	64,000	
90	63,964	*
91	63,945	
92	61,950	
93	61,884	
94	61,470	
95	61,250	
96	61,077	*
97	60,719	
98	60,708	
99	60,121	
100	60,000	*
101	60,000	
102	60,000	*
103	59,600	*
104	59,550	
105	59,500	*
106	58,500	
107	58,049	
108	57,600	
109	57,500	*
110	56,617	*
111	56,160	
112	56,100	*
113	56,000	
114	56,000	
115	56,000	*
116	55,100	*
117	55,058	
118	53,772	
119	53,000	
120	51,200	*
121	50,000	*
AVERAGE "*"	74,701	
AVERAGE ALL	71,485	

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE I (Continued)

DEANS:
ENGINFERING

RANK	SALARY	
1	140,004	*
2	13[illegible],000	*
3	115,464	*
4	110,000	*
5	108,500	
6	108,000	*
7	107,600	*
8	107,000	*
9	106,000	*
10	105,150	*
11	102,708	*
12	101,500	*
13	100,500	*
14	100,000	*
15	99,500	*
16	99,300	*
17	99,200	*
18	98,985	*
19	98,520	*
20	98,500	*
21	98,080	*
22	98,019	*
23	97,500	*
24	97,100	*
25	97,000	*
26	96,800	*
27	96,700	*
28	96,425	*
29	95,087	*
30	95,000	*
31	94,887	*
32	93,100	
33	93,048	*
34	92,000	
35	90,204	*
36	90,000	*
37	90,000	
38	89,347	*
39	89,200	
40	89,000	*
41	88,000	*
42	88,870	
43	88,500	*
44	88,000	*
45	88,000	*
46	87,312	
47	86,000	*
48	85,000	
49	85,000	*
50	85,000	*
51	84,800	
52	83,804	*
53	83,500	*
54	83,357	*
55	83,347	*
56	83,000	*
57	82,560	*
58	82,339	*
59	81,240	*
60	81,000	*
61	80,683	*
62	80,200	
63	80,196	*
64	80,000	
65	79,991	*
66	79,800	*
67	79,206	
68	78,800	*
69	78,541	*
70	77,396	*
71	77,250	*
72	77,000	
73	77,000	
74	76,971	
75	76,680	*
76	76,599	*
77	76,560	
78	76,500	*
79	76,080	
80	75,800	*
81	75,740	
82	75,000	
83	74,479	*
84	74,398	*
85	73,750	*
86	73,588	
87	73,500	*
88	73,500	*
89	72,345	
90	(72,306)	
91	71,244	
92	71,031	
93	70,774	*
94	70,500	*
95	70,350	
96	69,960	
97	68,400	*
98	68,000	
99	67,470	*
100	67,095	*
101	66,704	
102	65,600	*
103	65,000	
104	63,669	*
105	62,000	
106	61,440	*
107	61,010	*
108	61,008	
109	54,766	
AVERAGE "*"	88,372	
AVERAGE ALL	85,094	

DEANS:
FINE ARTS

RANK	SALARY	
1	94,000	*
2	86,028	*
3	84,840	*
4	84,791	*
5	83,700	*
6	78,780	*
7	77,200	*
8	77,097	*
9	76,779	*
10	76,000	*
11	72,721	*
12	72,400	*
13	70,400	
14	70,344	
15	70,008	
16	70,000	*
17	70,000	
18	69,504	
19	69,120	*
20	68,527	
21	67,000	*
22	66,560	*
23	64,700	
24	64,344	*
25	63,600	*
26	63,550	*
27	63,000	*
28	62,950	
29	62,500	
30	61,000	
31	60,099	
32	59,750	
33	58,680	
34	55,636	*
35	54,564	
36	54,000	*
37	52,000	*
38	50,100	*
39	50,000	*
AVERAGE "*"	70,130	
AVERAGE ALL	58,110	

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE I (Continued)

DEANS:
FORESTRY

RANK	SALARY
1	96,100 *
2	85,700 *
3	85,656 *
4	85,160 *
5	76,518 *
6	76,450 *
7	75,440
8	75,096 *
9	72,000 *
10	70,100 *
11	69,881 *
12	58,500 *
13	63,900
14	60,719
15	59,124 *
16	52,000 *
AVERAGE "*"	74,022
AVERAGE ALL	72,647

DEANS:
GRADUATE

RANK	SALARY
1	127,000 *
2	105,000 *
3	103,000 *
4	100,173 *
5	99,500 *
6	98,341 *
7	98,000 *
8	97,105
9	96,800 *
10	94,000 *
11	93,800 *
12	91,920 *
13	91,355 *
14	90,100 *
15	87,000
16	85,950 *
17	85,228 *
18	82,500 *
19	82,000 *
20	80,300 *
21	79,996 *
22	79,500 *
23	79,500 *
24	78,900 *
25	78,732 *
26	78,140 *
27	77,800 *
28	77,139 *
29	76,942
30	76,024 *
31	76,000
32	75,869 *
33	(75,108)
34	75,000 *
35	75,000 *
36	75,000
37	74,983 *
38	74,715 *
39	73,629 *
40	73,517
41	73,080
42	73,044
43	72,800
44	72,000 *
45	71,084 *
46	71,059 *
47	71,000 *
48	71,000 *
49	70,900
50	70,728 *
51	70,300 *
52	70,200 *
53	70,000 *
54	69,690 *
55	69,400 *
56	69,000
57	69,000 *
58	68,700
59	68,000 *
60	67,599 *
61	67,000
62	66,864
63	66,094 *
64	65,278 *
65	64,700
66	64,000
67	63,900
68	63,673
69	63,600 *
70	63,100
71	62,835 *
72	62,500
73	62,500
74	62,000 *
75	61,735
76	61,392
77	60,865
78	60,743
79	60,121
80	60,000 *
81	59,900
82	59,064 *
83	59,000 *
84	58,834
85	58,500
86	58,300
87	58,100 *
88	57,800
89	57,024
90	56,707
91	56,100
92	55,410 *
93	55,000
94	53,900 *
95	53,750
96	53,164
97	52,458
98	52,200 *
99	52,000 *
100	51,140 *
101	51,000
102	50,150
103	48,600
AVERAGE "*"	76,414
AVERAGE ALL	71,457

DEANS:
HEALTH/PHYSICAL
EDUC/RECREATION

RANK	SALARY
1	93,400 *
2	91,700 *
3	90,400 *
4	76,106
5	75,450 *
6	74,172 *
7	72,794 *
8	67,482 *
9	62,900 *
10	62,000 *
11	(61,976)*
12	59,112 *
13	58,500
14	58,240
15	58,000 *
16	56,700
17	50,100
AVERAGE "*"	69,966
AVERAGE ALL	67,014

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE I (Continued)

DEANS:
HEALTH-RELATED
PROFESSIONS

RANK	SALARY	
1	104,500	*
2	98,000	*
3	97,300	
4	97,200	*
5	95,944	*
6	85,500	
7	84,588	*
8	79,750	*
9	76,739	*
10	77,000	
11	76,538	*
12	75,072	*
13	74,200	*
14	73,840	*
15	73,680	
16	72,500	
17	72,304	*
18	72,000	*
19	69,500	
20	68,000	
21	66,900	*
22	66,800	
23	66,474	
24	66,200	*
25	65,540	*
26	(63,546)	
27	63,000	
28	62,794	*
29	60,000	
30	59,660	*
31	58,363	
32	58,300	
33	57,814	
34	55,927	
35	32,729	
AVERAGE ***	77,099	
AVERAGE ALL	71,532	

DEANS:
HUMANITIES

RANK	SALARY	
1	94,243	*
2	83,800	
3	83,600	*
4	80,290	*
5	(80,000)	*
6	76,267	*
7	73,500	*
8	71,556	*
9	71,000	*
10	70,000	*
11	66,150	
12	66,000	
13	65,000	*
14	60,500	*
15	60,200	*
16	57,000	
17	56,256	
AVERAGE ***	73,846	
AVERAGE ALL	71,491	

DEANS:
JOURNALISM/
COMMUNICATION

RANK	SALARY	
1	89,000	*
2	88,000	*
3	88,000	*
4	87,280	*
5	83,600	*
6	82,416	*
7	82,050	*
8	79,700	*
9	79,686	*
10	77,625	*
11	76,270	*
12	75,600	*
13	72,800	*
14	72,500	*
15	72,500	*
16	71,300	*
17	69,900	*
18	68,420	*
19	67,000	*
20	66,500	*
21	66,058	*
22	64,904	*
23	63,000	*
24	61,944	*
25	58,000	
26	44,171	*
AVERAGE ***	74,009	
AVERAGE ALL	73,393	

DEANS:
LAW

RANK	SALARY	
1	135,000	*
2	125,835	*
3	125,000	*
4	124,667	*
5	123,100	*
6	120,500	*
7	120,000	
8	119,600	*
9	116,000	*
10	108,605	*
11	108,040	*
12	107,960	*
13	107,500	*
14	107,400	*
15	107,000	*
16	106,800	*
17	106,000	*
18	106,000	*
19	103,188	
20	102,840	*
21	102,000	*
22	101,800	*
23	100,982	*
24	100,180	*
25	100,000	*
26	100,000	*
27	97,600	
28	96,500	*
29	94,800	
30	93,100	*
31	92,185	*
32	92,000	
33	91,000	*
34	90,615	*
35	90,552	
36	90,000	*
37	89,500	*
38	85,728	*
39	85,536	*
40	85,011	*
41	84,493	*
42	83,930	*
43	81,500	*
44	81,204	*
45	80,500	*
46	80,000	
47	76,875	*
48	74,482	*
49	73,725	*
50	73,436	*
51	64,911	*
52	62,830	*
AVERAGE ***	97,816	
AVERAGE ALL	97,692	

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OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE I (Continued)

DEANS:
LIBERAL ARTS

RANK	SALARY	
1	114,000	*
2	103,000	*
3	96,000	*
4	89,320	*
5	88,200	*
6	87,300	*
7	80,000	*
8	78,000	
9	75,276	*
10	75,000	*
11	72,000	*
12	70,008	
13	69,000	
14	68,243	*
15	68,120	*
16	66,084	*
17	64,000	
18	63,600	*
19	62,000	
20	60,980	
21	60,065	
22	59,191	
23	55,500	
AVERAGE "*"	81,867	
AVERAGE ALL	74,995	

DEANS:
LIBRARY SCIENCE

RANK	SALARY	
1	100,000	*
2	80,437	*
3	80,200	*
4	78,700	*
5	78,000	*
6	75,311	*
7	75,000	*
8	73,500	*
9	68,000	
10	67,410	*
11	65,983	*
12	65,508	*
13	64,100	*
14	64,000	*
15	61,620	*
16	60,700	*
17	60,000	*
18	56,955	*
19	56,468	*
20	56,280	
21	53,000	*
22	51,960	*
23	50,880	*
24	46,772	
AVERAGE "*"	67,405	
AVERAGE ALL	66,282	

DEANS:
MATHEMATICS

RANK	SALARY	
1	99,960	*
2	(96,616)	*
3	90,100	*
4	58,200	*
5	57,500	
AVERAGE "*"	91,219	
AVERAGE ALL	76,495	

DEANS:
MUSIC

RANK	SALARY	
1	92,000	*
2	88,055	*
3	85,088	*
4	81,500	*
5	79,000	*
6	76,293	
7	75,648	*
8	74,520	*
9	73,500	*
10	69,200	*
11	67,123	*
12	65,674	*
13	64,150	
14	63,240	*
15	60,000	
16	58,300	
17	58,000	*
18	56,100	*
19	56,000	
20	40,660	
AVERAGE "*"	73,475	
AVERAGE ALL	69,202	

DEANS:
PUBLIC AFFAIRS

RANK	SALARY	
1	106,000	*
2	88,800	
3	86,000	*
4	85,700	*
5	84,960	*
6	76,552	
7	76,000	*
8	75,096	*
9	73,263	*
10	72,600	*
11	71,610	*
12	67,932	
13	58,425	*
14	57,905	*
15	(56,800)	
AVERAGE "*"	77,051	
AVERAGE ALL	75,710	

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OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE I (Continued)

DEANS:
SCIENCE

RANK	SALARY	
1	107,000	*
2	105,000	*
3	99,500	*
4	98,854	*
5	97,667	*
6	97,050	*
7	95,000	*
8	89,500	*
9	88,000	
10	86,760	*
11	(86,616)	*
12	85,000	*
13	83,375	*
14	83,000	*
15	82,000	*
16	80,400	
17	80,000	
18	80,000	*
19	78,500	
20	77,400	*
21	75,648	*
22	75,100	*
23	73,956	*
24	73,500	
25	72,000	*
26	71,000	
27	70,000	
28	69,169	*
29	68,968	
30	68,500	
31	66,250	
32	65,000	
33	63,600	
34	61,500	*
35	60,753	
36	57,185	
37	54,725	
38	54,372	
39	52,000	
AVERAGE "*"	85,504	
AVERAGE ALL	77,791	

DEANS:
SOCIAL AND BEHAV-
IORAL SCIENCES

RANK	SALARY	
1	95,000	*
2	91,100	*
3	89,841	*
4	88,000	*
5	87,120	*
6	85,634	*
7	85,000	*
8	84,000	*
9	83,254	*
10	80,400	*
11	(80,000)	*
12	80,000	
13	79,000	*
14	77,040	*
15	73,320	
16	(72,558)	*
17	70,000	
18	69,528	
19	69,500	
20	67,200	
21	67,090	*
22	59,604	
AVERAGE "*"	83,015	
AVERAGE ALL	78,836	

DEANS:
SOCIAL WORK

RANK	SALARY	
1	112,434	*
2	102,350	*
3	91,046	
4	89,000	*
5	84,120	*
6	84,000	*
7	83,345	*
8	82,900	*
9	82,000	
10	81,921	*
11	81,744	*
12	80,240	*
13	79,720	*
14	78,844	*
15	76,643	*
16	75,000	*
17	74,000	*
18	73,044	
19	(72,558)	*
20	72,500	*
21	72,396	*
22	72,000	*
23	68,917	*
24	68,896	*
25	64,000	*
26	63,380	*
27	62,347	
28	62,332	*
29	61,252	*
30	60,300	*
31	59,213	*
32	57,448	*
33	56,280	
AVERAGE "*"	75,809	
AVERAGE ALL	75,435	

DEANS:
UNDERGRADUATE
STUDIES

RANK	SALARY	
1	79,500	*
2	76,000	
3	75,469	*
4	75,000	*
5	(72,306)	
6	71,000	*
7	70,000	*
8	68,911	*
9	68,628	
10	64,900	
11	61,000	*
12	48,000	
AVERAGE "*"	71,554	
AVERAGE ALL	64,226	

DEANS:
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY	
1	96,000	*
2	79,400	*
3	73,150	*
4	71,021	*
5	70,750	*
6	70,680	*
7	68,340	*
8	65,200	*
9	63,440	
10	60,000	*
11	59,500	
12	58,887	*
13	57,670	*
14	57,449	*
15	56,500	*
16	54,375	*
17	52,000	
18	51,984	
AVERAGE "*"	67,244	
AVERAGE ALL	54,908	

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OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE I (Continued)

MEDICAL DEANS:
DENTISTRY

RANK	SALARY	
1	123,500	*
2	120,100	*
3	119,000	*
4	111,940	*
5	108,487	
6	103,192	*
7	101,640	*
8	100,450	
9	99,291	*
10	97,820	*
11	97,500	*
12	96,900	*
13	95,748	*
14	95,280	*
15	92,114	*
16	86,640	*
17	85,000	*
18	81,420	*
19	76,315	*
AVERAGE ***	99,011	
AVERAGE ALL	99,596	

MEDICAL DEANS:
MEDICINE

RANK	SALARY	
1	203,500	*
2	192,440	*
3	168,540	*
4	169,200	*
5	167,000	*
6	165,000	*
7	151,579	
8	151,500	*
9	145,530	*
10	142,941	*
11	140,000	*
12	138,625	
13	136,100	
14	126,000	*
15	125,000	*
16	122,500	*
17	120,000	*
18	119,706	*
19	115,416	*
20	114,450	*
21	113,815	*
22	109,572	*
23	108,000	*
24	107,958	*
25	107,816	*
26	105,000	*
27	104,280	*
28	104,240	
29	101,023	*
30	98,940	*
31	97,200	*
32	93,700	*
33	91,940	*
34	90,000	
35	90,000	*
36	88,750	*
37	87,624	*
38	86,300	*
39	81,000	*
40	77,506	*
41	76,000	*
AVERAGE ***	119,841	
AVERAGE ALL	120,605	

MEDICAL DEANS:
NURSING

RANK	SALARY	
1	105,946	*
2	103,000	*
3	94,497	
4	93,733	*
5	92,610	*
6	90,300	*
7	90,000	*
8	89,250	*
9	87,876	*
10	87,200	*
11	87,000	*
12	86,920	*
13	85,000	
14	84,300	*
15	83,357	*
16	83,061	*
17	82,836	*
18	81,360	*
19	80,775	*
20	79,369	*
21	78,342	*
22	78,165	*
23	76,430	*
24	76,100	*
25	75,000	*
26	73,630	*
27	73,164	
28	73,000	*
29	72,400	*
30	71,196	*
31	71,000	
32	70,864	*
33	70,500	*
34	70,000	*
35	69,924	*
36	69,900	
37	68,377	*
38	67,255	*
39	66,560	
40	66,435	*
41	65,000	*
42	63,580	
43	63,546	
44	63,415	*
45	63,400	
46	63,336	
47	61,212	
48	61,000	*
49	61,000	*
50	60,624	*
51	60,000	*
52	58,989	*
53	58,170	*
54	58,000	
55	57,675	*
56	57,500	*
57	57,072	
58	54,600	
59	52,305	
60	46,000	*
AVERAGE ***	75,462	
AVERAGE ALL	73,199	

MEDICAL DEANS:
OPTOMETRY

RANK	SALARY	
1	99,000	*
2	91,240	*
3	79,900	*
4	74,117	
AVERAGE ***	86,380	
AVERAGE ALL	83,314	

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OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE I (Continued)

MEDICAL DEANS:
PHARMACY

RANK	SALARY	
1	113,000	*
2	107,855	*
3	105,600	*
4	98,675	*
5	94,735	
6	94,107	*
7	93,300	*
8	92,833	*
9	91,702	*
10	91,000	*
11	90,720	*
12	90,000	*
13	89,800	*
14	87,875	*
15	86,279	*
16	85,512	*
17	83,545	*
18	83,500	*
19	82,720	*
20	82,309	*
21	77,500	*
22	75,504	*
23	73,320	*
24	73,133	
25	69,962	*
26	68,000	*
27	66,396	*
28	65,868	*
29	65,000	*
30	61,000	*
31	55,000	
32	51,100	*
AVERAGE ***	83,586	
AVERAGE ALL	82,714	

MEDICAL DEANS:
VETERINARY
MEDICINE

RANK	SALARY	
1	113,100	*
2	109,850	*
3	98,537	*
4	95,000	*
5	94,500	*
6	90,843	*
7	90,000	*
8	90,000	*
9	88,680	*
10	87,100	*
11	87,000	*
12	85,890	*
13	80,090	*
14	79,310	*
15	76,896	*
16	76,764	*
17	76,120	*
18	75,500	*
AVERAGE ***	88,621	
AVERAGE ALL	88,621	

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UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-ATLANTA REGION-

The Atlanta Region as defined by the Equal Employment Opportunity Commission includes the states of Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee. The twenty-eight participating universities from this region are as follows:

Auburn University
Clemson University
East Tennessee State University
Florida Atlantic University
Florida State University
Georgia Institute of Technology
Georgia State University
Memphis State University
Middle Tennessee State University
Mississippi State University
North Carolina State University at Raleigh
Tennessee Technological University
University of Alabama
University of Alabama in Birmingham
University of Alabama in Huntsville
University of Central Florida
University of Florida
University of Georgia
University of Kentucky
University of Louisville
University of Mississippi
University of North Carolina at Chapel Hill
University of North Carolina at Greensboro
University of South Alabama
University of South Carolina, Columbia
University of South Florida
University of Southern Mississippi
University of Tennessee - Knoxville

TABLE II (Continued)
—ATLANTA REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	125,000
2	120,000
3	120,000
4	120,000
5	115,165
6	115,165
7	115,000
8	115,000
9	114,896
10	112,450
11	110,702
12	103,450
13	103,126
14	98,150
15	97,405
16	94,285
17	93,363
18	92,000
19	88,900
20	85,000
21	85,000
22	80,600
23	78,000
24	77,500
AVERAGE	102,967

ACADEMIC OFFICERS: ACADEMIC VICE PRES/ VICE CHANCELLOR

RANK	SALARY
1	107,000
2	99,500
3	(98,633)
4	98,375
5	95,200
6	93,300
7	92,500
8	92,365
9	91,000
10	89,300
11	88,000
12	84,500
13	83,900
14	(77,076)
15	75,000
16	74,004
17	72,800
18	70,275
19	66,946
20	65,520
AVERAGE	85,863

ACADEMIC OFFICERS: PROVOST

RANK	SALARY
1	112,000
2	109,800
3	102,600
4	(98,633)
5	95,850
6	91,000
7	87,740
8	83,476
9	79,000
10	(77,076)
11	65,000
AVERAGE	91,167

ACADEMIC OFFICERS: DIRECTUR OF LIBRARIES

RANK	SALARY
1	92,000
2	83,800
3	80,325
4	76,700
5	74,039
6	72,000
7	70,000
8	69,240
9	68,000
10	67,640
11	66,500
12	66,000
13	61,364
14	60,000
15	58,650
16	58,500
17	58,352
18	57,700
19	54,380
20	53,000
21	52,044
22	52,000
23	44,700
24	44,469
25	42,115
AVERAGE	63,341

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION

RANK	SALARY
1	77,400
2	(66,500)
3	61,593
4	59,920
5	(59,460)
6	58,818
7	57,287
8	53,075
9	48,277
10	47,925
11	47,500
12	(47,040)
13	45,800
14	45,500
15	45,426
16	36,867
17	36,100
18	35,760
19	34,691
20	34,006
21	33,859
AVERAGE	49,178

ACADEMIC OFFICERS: DIRECTUR OF COMPUTING SERVICES

RANK	SALARY
1	83,800
2	81,127
3	79,310
4	78,863
5	78,308
6	76,421
7	74,600
8	70,950
9	69,205
10	67,928
11	67,500
12	66,223
13	65,363
14	64,250
15	60,417
16	58,300
17	57,700
18	57,500
19	57,050
20	56,600
21	55,432
22	55,203
23	54,100
24	52,500
25	52,104
26	50,000
27	48,294
28	47,004
29	41,383
30	36,572
AVERAGE	62,140

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—ATLANTA REGION—

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY
1	102,000
2	99,345
3	99,000
4	96,000
5	94,500
6	86,000
7	85,500
8	84,928
9	83,235
10	81,936
11	81,850
12	81,500
13	75,548
14	73,500
15	72,800
16	72,000
17	70,081
18	(68,900)
19	68,600
20	63,972
21	63,600
22	60,098
AVERAGE	80,225

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	77,000
2	75,000
3	72,400
4	(67,825)
5	65,000
6	62,700
7	59,265
8	58,700
9	56,740
10	56,026
11	55,000
12	52,800
13	52,700
14	52,323
15	51,681
16	50,971
17	50,960
18	48,694
19	46,400
20	46,220
21	44,625
22	43,274
23	42,912
24	39,400
AVERAGE	55,380

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY
1	80,400
2	(67,825)
3	63,500
4	53,878
5	51,636
6	39,000
7	38,685
8	38,600
9	37,500
10	36,960
11	32,500
12	31,961
13	31,698
14	30,200
15	28,833
16	28,558
17	23,093
AVERAGE	42,049

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	65,036
2	59,508
3	45,577
4	41,995
5	32,752
6	28,008
AVERAGE	45,486

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	60,050
2	60,000
3	56,300
4	53,605
5	50,004
6	50,000
7	49,090
8	48,660
9	48,108
10	45,166
11	45,044
12	44,117
13	43,470
14	43,200
15	40,408
16	40,356
17	40,332
18	40,262
19	40,075
20	39,900
21	38,110
22	36,700
23	35,568
24	33,600
25	32,150
26	30,680
27	27,976
AVERAGE	43,442

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	65,000
2	52,848
3	51,900
4	49,755
5	49,207
6	45,912
7	43,916
8	43,405
9	42,000
10	42,000
11	41,800
12	41,689
13	39,300
14	39,040
15	37,887
16	37,236
17	36,745
18	36,500
19	35,820
20	35,407
21	32,970
22	31,200
23	29,000
24	28,636
25	26,508
AVERAGE	40,627

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—ATLANTA REGION—

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	72,100
2	63,036
3	57,955
4	56,676
5	56,652
6	54,960
7	54,108
8	48,608
9	48,000
10	47,645
11	47,510
12	46,980
13	46,000
14	45,345
15	45,000
16	43,000
17	42,800
18	42,500
19	39,395
20	35,360
21	32,160
22	32,000
AVERAGE	48,081

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	46,100
2	45,560
3	45,200
4	44,490
5	43,604
6	43,274
7	(42,012)
8	39,800
9	36,124
10	37,800
11	37,500
12	33,264
13	33,000
14	32,364
15	31,692
16	31,000
17	30,638
18	27,530
19	22,033
20	21,611
AVERAGE	36,324

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	75,000
2	70,000
3	67,039
4	(66,500)
5	60,220
6	60,100
7	58,500
8	57,425
9	57,180
10	54,900
11	51,713
12	51,503
13	51,416
14	50,628
15	50,000
16	48,432
17	45,675
18	45,564
19	45,285
20	44,000
21	43,816
22	43,460
23	43,100
24	42,828
25	(42,012)
26	39,900
27	35,444
AVERAGE	51,914

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	95,500
2	84,500
3	84,400
4	80,320
5	79,350
6	77,900
7	77,175
8	77,100
9	76,000
10	74,200
11	72,200
12	70,445
13	70,000
14	69,000
15	67,737
16	66,040
17	65,800
18	65,102
19	65,000
20	64,400
21	61,164
22	60,185
23	60,000
24	56,000
25	49,140
AVERAGE	70,746

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	71,956
2	60,753
3	60,750
4	60,717
5	60,362
6	53,174
7	52,100
8	52,100
9	48,833
10	44,713
11	41,800
12	41,645
13	34,831
AVERAGE	52,595

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	52,884
2	49,349
3	41,265
4	40,000
5	38,200
6	35,217
7	32,055
8	28,997
9	27,000
10	26,496
11	25,256
AVERAGE	36,069

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—ATLANTA REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	59,640
2	(57,500)
3	55,000
4	52,349
5	52,030
6	50,798
7	47,970
8	47,171
9	47,000
10	(46,600)
11	46,502
12	46,000
13	45,320
14	45,000
15	44,310
16	44,100
17	41,700
18	41,604
19	(41,076)
20	40,000
21	39,922
22	38,084
23	32,448
24	31,800
25	28,079
26	26,712
27	23,004
AVERAGE	43,397

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	70,350
2	67,750
3	64,739
4	61,500
5	59,034
6	(57,500)
7	57,250
8	57,243
9	49,117
10	48,000
11	47,000
12	(46,600)
13	46,200
14	46,000
15	44,310
16	42,360
17	42,323
18	41,500
19	41,500
20	(41,076)
21	40,731
22	38,955
23	38,335
24	38,000
25	34,690
26	32,940
27	32,340
28	31,304
AVERAGE	47,095

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	52,738
2	51,735
3	50,034
4	49,200
5	48,725
6	44,935
7	44,170
8	44,000
9	43,386
10	41,316
11	41,264
12	41,228
13	41,124
14	40,950
15	40,173
16	39,939
17	39,931
18	39,641
19	39,600
20	38,830
21	37,000
22	35,000
23	34,308
24	34,300
25	33,955
26	33,744
27	33,000
AVERAGE	41,268

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	59,210
2	55,779
3	55,000
4	53,000
5	52,250
6	48,700
7	46,444
8	47,250
9	46,200
10	43,100
11	42,840
12	41,500
13	41,000
14	37,100
15	35,928
16	35,700
17	35,000
18	33,888
19	33,569
20	32,661
21	31,518
22	30,660
23	30,000
24	28,875
25	26,743
26	26,136
AVERAGE	40,617

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	87,234
2	87,048
3	86,677
4	86,440
5	79,438
6	76,999
7	75,000
8	72,100
9	71,817
10	71,470
11	65,891
12	62,326
13	61,600
14	60,696
15	60,245
16	60,060
17	60,060
18	51,500
19	45,624
20	41,000
21	37,586
AVERAGE	66,707

OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	89,728
2	83,200
3	83,110
4	(78,000)
5	64,000
AVERAGE	79,608

TABLE II (Continued)
—ATLANTA REGION—

OPERATIONS OFFICERS:
ADMINISTRATIVE
VICE PRESIDENT

RANK	SALARY
1	87,400
2	78,645
3	(78,000)
4	77,920
5	77,760
6	75,160
7	(74,050)
8	73,133
9	(68,900)
AVERAGE	76,776

OPERATIONS OFFICERS:
VICE PRES FOR INSTI-
TUTIONAL PLANNING

RANK	SALARY
1	76,845
2	(74,050)
3	73,850
4	65,084
5	53,000
6	51,604
7	(49,245)
AVERAGE	63,383

OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	73,439
2	68,875
3	66,937
4	62,306
5	61,479
6	61,282
7	60,960
8	60,293
9	60,000
10	60,000
11	56,984
12	55,385
13	55,000
14	50,000
15	(47,040)
AVERAGE	60,101

OPERATIONS OFFICERS:
ASSISTANT TO THE
PRESIDENT

RANK	SALARY
1	75,000
2	74,500
3	67,000
4	65,508
5	59,660
6	56,264
7	48,456
8	46,000
9	45,800
10	44,960
11	40,236
12	40,000
13	34,519
14	34,000
15	33,800
AVERAGE	51,176

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

RANK	SALARY
1	83,027
2	59,500
3	58,032
4	56,689
5	55,440
6	55,000
7	54,271
8	53,360
9	52,900
10	51,864
11	50,739
12	50,400
13	49,350
14	48,250
15	44,940
16	40,200
17	36,702
18	33,059
AVERAGE	51,873

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY
1	76,800
2	67,745
3	66,156
4	65,867
5	62,300
6	59,534
7	58,700
8	58,465
9	58,240
10	58,000
11	57,360
12	56,670
13	53,004
14	51,819
15	51,467
16	51,000
17	50,400
18	49,000
19	48,951
20	48,828
21	48,500
22	48,438
23	45,838
24	40,200
25	40,020
AVERAGE	54,931

OPERATIONS OFFICERS:
DIRECTOR OF
PUBLIC SAFETY

RANK	SALARY
1	54,000
2	52,930
3	49,400
4	49,140
5	47,646
6	47,182
7	47,000
8	45,912
9	45,912
10	43,050
11	42,016
12	42,000
13	41,796
14	37,400
15	36,000
16	35,974
17	35,385
18	33,619
19	33,241
20	32,508
21	30,020
22	29,319
23	27,186
24	26,964
25	24,980
AVERAGE	39,622

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—ATLANTA REGION—

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR INSTITUTIONAL ADVANCEMENT

RANK	SALARY
1	164,300
2	94,000
3	80,136
4	80,100
5	77,486
6	77,250
7	76,000
8	75,000
9	72,710
10	62,000
11	57,408
AVERAGE	83,308

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	(93,980)
2	85,097
3	79,000
4	75,960
5	68,000
6	67,400
7	66,186
8	56,370
AVERAGE	74,249

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	76,000
2	66,000
3	63,535
4	56,625
5	56,360
6	56,782
7	56,368
8	54,799
9	51,500
10	51,000
11	48,662
12	47,382
13	45,361
14	44,082
15	44,019
16	43,818
17	43,600
18	43,012
19	43,011
20	42,000
21	40,948
22	40,630
23	34,270
24	34,360
25	33,234
26	32,172
27	31,782
AVERAGE	47,786

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE RELATIONS

RANK	SALARY
1	69,894
2	62,600
3	62,500
4	61,334
5	51,100
6	47,250
7	36,065
8	34,400
AVERAGE	53,395

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	(93,980)
2	90,000
3	77,200
4	76,962
5	75,672
6	73,800
7	(68,900)
8	66,700
9	62,974
AVERAGE	76,243

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	78,750
2	72,974
3	68,256
4	66,150
5	(65,000)
6	64,060
7	62,500
8	58,400
9	(55,917)
10	54,328
11	50,000
12	49,820
13	47,955
14	46,000
15	(45,900)
16	45,508
17	42,184
18	41,575
19	39,473
20	38,339
21	36,575
AVERAGE	53,795

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	85,336
2	74,000
3	67,000
4	(65,000)
5	58,850
6	56,211
7	(55,917)
8	55,000
9	53,160
10	50,553
11	46,828
12	46,357
13	(45,900)
14	(45,732)
15	42,150
16	37,728
17	37,412
18	35,938
19	34,461
20	34,327
21	32,970
22	32,000
23	31,452
24	26,666
25	26,828
26	24,000
AVERAGE	46,421

TABLE II (Continued)
—ATLANTA REGION—

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE EXTENSION

RANK	SALARY
1	91,700
2	90,800
3	90,650
4	(78,500)
5	(78,000)
6	76,975
7	69,102
8	34,600
9	36,360
AVERAGE	72,410

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH

RANK	SALARY
1	116,985
2	107,000
3	92,500
4	89,000
5	85,900
6	81,453
7	79,785
8	77,000
9	72,000
10	67,500
11	67,486
12	59,240
13	34,500
AVERAGE	79,181

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH AND GRADUATE DEAN

RANK	SALARY
1	105,000
2	85,000
3	79,000
4	76,000
5	73,000
6	(64,000)
7	67,559
AVERAGE	75,228

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

RANK	SALARY
1	89,000
2	72,000
3	71,964
4	62,863
5	57,943
6	57,200
7	56,676
8	56,160
9	52,500
10	52,500
11	52,200
12	51,547
13	46,800
14	45,684
15	39,831
16	38,760
17	37,875
18	36,130
19	35,880
20	34,000
AVERAGE	52,376

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	78,750
2	69,539
3	61,200
4	57,800
5	57,000
6	56,724
7	56,100
8	56,000
9	55,400
10	55,150
11	52,600
12	51,178
13	51,159
14	49,934
15	(49,245)
16	48,600
17	44,990
18	44,271
19	41,540
20	40,000
21	38,373
22	37,875
23	34,569
24	26,000
AVERAGE	50,667

DEANS:
AGRICULTURE

RANK	SALARY
1	96,660
2	92,400
3	90,250
4	(78,500)
5	77,400
6	74,905
7	74,530
8	66,600
9	(59,328)
AVERAGE	78,946

DEANS:
ARCHITECTURE

RANK	SALARY
1	90,100
2	88,000
3	85,000
4	77,000
5	70,000
6	70,000
7	70,000
8	69,660
9	64,435
AVERAGE	76,024

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	98,500
2	97,600
3	96,772
4	93,500
5	90,000
6	85,800
7	85,000
8	78,000
9	77,910
10	75,000
11	74,000
12	70,000
13	70,000
14	65,550
15	60,840
16	60,500
17	58,936
AVERAGE	78,700

TABLE II (Continued)
—ATLANTA REGION—

DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	132,000
2	121,500
3	102,000
4	100,500
5	97,151
6	91,000
7	90,769
8	89,500
9	89,000
10	87,500
11	86,300
12	83,844
13	82,909
14	82,892
15	80,000
16	79,450
17	75,675
18	73,804
19	73,500
20	73,500
21	71,866
22	71,300
23	70,527
24	65,350
25	64,008
26	63,590
AVERAGE	84,591

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	76,877
2	76,451
3	76,120
4	66,800
5	63,000
6	62,264
7	61,513
8	58,800
9	56,200
10	56,100
11	55,600
12	54,444
13	52,231
14	51,599
15	50,820
16	50,000
17	49,778
18	39,216
19	29,330
AVERAGE	57,215

DEANS:
EDUCATION

RANK	SALARY
1	89,200
2	85,700
3	85,500
4	84,000
5	83,387
6	81,000
7	80,879
8	80,200
9	76,537
10	74,000
11	73,025
12	70,700
13	70,008
14	69,977
15	69,000
16	69,000
17	65,812
18	65,500
19	61,884
20	60,000
21	59,600
22	58,500
23	58,069
24	56,160
25	55,100
AVERAGE	71,310

DEANS:
ENGINEERING

RANK	SALARY
1	98,500
2	97,100
3	97,000
4	95,000
5	90,000
6	89,347
7	89,000
8	89,000
9	88,000
10	85,000
11	83,804
12	83,000
13	80,000
14	77,000
15	76,599
16	72,345
17	71,244
18	70,500
19	66,400
20	66,764
AVERAGE	83,377

DEANS:
FINE ARTS

RANK	SALARY
1	76,008
2	70,000
3	67,000
4	62,950
5	52,000
AVERAGE	64,392

DEANS:
FORESTRY

RANK	SALARY
1	86,100
2	85,700
3	85,160
4	76,518
5	72,000
6	68,500
AVERAGE	78,996

DEANS:
GRADUATE

RANK	SALARY
1	105,000
2	99,500
3	91,355
4	80,300
5	79,500
6	77,800
7	77,139
8	76,942
9	76,000
10	75,000
11	73,629
12	72,000
13	71,059
14	71,000
15	67,599
16	63,900
17	60,865
18	60,743
19	58,500
20	57,800
21	57,024
22	56,100
AVERAGE	73,125

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—ATLANTA REGION—

DEANS:
HEALTH-RELATED PROFESSIONS

RANK	SALARY
1	98,000
2	87,300
3	85,946
4	73,840
5	72,304
6	69,500
7	66,900
8	60,000
9	57,814
AVERAGE	74,623

DEANS:
HOME ECONOMICS

RANK	SALARY
1	89,880
2	88,282
3	72,000
4	70,000
5	67,777
6	67,400
7	66,800
8	(59,328)
AVERAGE	72,683

DEANS:
JOURNALISM/ COMMUNICATION

RANK	SALARY
1	88,000
2	79,700
3	77,625
4	76,270
5	69,900
6	67,000
7	66,500
8	64,904
AVERAGE	73,737

DEANS:
LAW

RANK	SALARY
1	107,500
2	107,000
3	106,000
4	100,962
5	100,000
6	94,800
7	93,100
8	92,000
9	90,000
10	89,500
11	85,011
12	80,500
AVERAGE	95,533

DEANS:
LIBERAL ARTS

RANK	SALARY
1	87,300
2	75,000
3	70,008
4	69,000
5	66,243
6	63,600
7	60,980
AVERAGE	70,590

DEANS:
LIBRARY SCIENCE

RANK	SALARY
1	80,200
2	75,000
3	64,100
4	64,000
5	56,955
6	56,280
7	53,000
AVERAGE	64,219

DEANS:
SCIENCE

RANK	SALARY
1	(86,616)
2	85,000
3	83,000
4	82,000
5	73,500
6	71,000
7	66,250
8	54,725
AVERAGE	75,261

DEANS:
SOCIAL AND BEHAV-IORAL SCIENCES

RANK	SALARY
1	88,000
2	80,600
3	(80,000)
4	79,000
5	67,200
AVERAGE	78,960

DEANS:
SOCIAL WORK

RANK	SALARY
1	102,350
2	81,744
3	72,500
4	68,917
5	66,000
6	65,380
7	60,300
8	56,280
AVERAGE	71,684

MEDICAL DEANS:
DENTISTRY

RANK	SALARY
1	120,100
2	111,840
3	103,192
4	97,520
5	85,000
AVERAGE	103,530

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	165,000
2	151,500
3	145,530
4	138,625
5	119,706
6	107,816
7	104,240
8	90,000
9	76,000
AVERAGE	122,046

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—ATLANTA REGION—

MEDICAL DEANS:
NURSING

RANK	SALARY
1	103,000
2	89,250
3	86,920
4	83,061
5	82,836
6	75,000
7	73,630
8	73,164
9	72,400
10	70,000
11	69,924
12	67,255
13	66,560
14	65,000
15	63,580
16	63,400
17	61,212
18	57,072
19	54,600
AVERAGE	72,519

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	98,675
2	90,000
3	87,875
4	65,868
5	65,000
AVERAGE	81,484

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-CHICAGO REGION-

The Chicago Region as defined by the Equal Employment Opportunity Commission includes the states of Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin. The twenty-eight participating universities from this region are as follows:

Ball State University
Bowling Green State University
Central Michigan University
Cleveland State University
Illinois State University
Indiana State University
Indiana University-Purdue University at Indianapolis
Indiana University-Bloomington
Kent State University
Miami University
Michigan State University
Michigan Technological University
Northern Illinois University
Oakland University
Ohio State University
Ohio University
Southern Illinois University at Carbondale
Southern Illinois University at Edwardsville
University of Akron
University of Cincinnati
University of Illinois at Chicago
University of Illinois at Urbana-Champaign
University of Michigan at Ann Arbor
University of Minnesota-Twin Cities
University of Toledo
University of Wisconsin at Madison
University of Wisconsin at Milwaukee
Western Michigan University

TABLE II (Continued)
—CHICAGO REGION—

PRESIDENT OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	140,000
2	129,000
3	120,225
4	109,650
5	107,004
6	105,060
7	104,700
8	104,000
AVERAGE	114,947

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	135,300
2	115,000
3	115,000
4	110,500
5	110,000
6	110,000
7	109,962
8	107,980
9	107,980
10	107,590
11	106,000
12	100,700
13	100,000
14	97,439
15	94,000
16	90,000
17	88,810
18	88,700
19	83,220
20	83,220
21	82,692
AVERAGE	102,160

ACADEMIC OFFICERS: ACADEMIC VICE PRES/ VICE CHANCELLOR

RANK	SALARY
1	128,400
2	(114,480)
3	110,000
4	101,000
5	95,000
6	92,500
7	88,000
8	(86,850)
9	86,000
10	(85,000)
11	84,874
12	81,304
13	80,000
14	(79,440)
15	79,000
16	78,462
17	78,000
18	75,336
19	71,500
AVERAGE	89,218

ACADEMIC OFFICERS: PROVOST

RANK	SALARY
1	(114,480)
2	110,750
3	96,396
4	96,000
5	88,650
6	(86,850)
7	(85,000)
8	82,000
9	(79,440)
10	78,750
AVERAGE	91,831

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

RANK	SALARY
1	102,506
2	89,800
3	87,000
4	86,350
5	86,190
6	85,000
7	83,760
8	80,000
9	77,662
10	75,000
11	72,591
12	71,300
13	71,046
14	67,450
15	63,900
16	62,598
17	61,776
18	61,008
19	60,900
20	60,760
21	60,000
22	59,800
23	59,600
24	58,900
25	57,636
26	55,015
27	52,264
AVERAGE	70,734

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION

RANK	SALARY
1	74,200
2	70,650
3	53,000
4	53,000
5	52,462
6	52,008
7	49,550
8	47,891
9	47,808
10	47,800
11	47,700
12	45,300
13	45,180
14	44,640
15	43,000
16	42,800
17	42,144
18	39,165
19	38,300
20	38,221
21	37,999
22	34,000
23	34,000
24	32,592
25	25,960
AVERAGE	45,575

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—CHICAGO REGION—

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	91,800
2	79,280
3	79,050
4	77,733
5	74,300
6	72,862
7	71,760
8	71,300
9	68,400
10	68,000
11	67,323
12	66,650
13	66,300
14	66,060
15	65,500
16	65,350
17	65,300
18	64,866
19	62,600
20	61,960
21	61,700
22	61,618
23	61,500
24	61,500
25	61,210
26	59,850
27	59,364
28	57,264
29	53,760
30	52,800
31	51,750
32	51,425
33	47,100
34	46,864
35	40,008
AVERAGE	63,829

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	122,000
2	99,500
3	97,500
4	90,240
5	(86,700)
6	81,648
7	81,230
8	81,230
9	80,400
10	79,500
11	78,500
12	76,932
13	76,800
14	76,650
15	76,320
16	72,780
17	71,000
18	(70,422)
19	69,900
20	68,292
21	68,244
22	61,200
AVERAGE	80,317

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	93,500
2	72,820
3	72,600
4	69,850
5	64,920
6	63,462
7	(63,000)
8	62,628
9	62,500
10	62,400
11	62,262
12	61,400
13	59,500
14	57,800
15	56,600
16	56,200
17	52,680
18	50,835
19	48,540
20	48,192
21	47,219
22	46,668
23	43,700
AVERAGE	59,969

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY
1	80,962
2	71,000
3	59,040
4	53,000
5	52,500
6	49,350
7	48,996
8	47,940
9	47,300
10	44,500
11	38,500
12	33,642
AVERAGE	52,228

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	64,300
2	(63,000)
3	62,650
4	51,770
5	51,000
6	44,800
AVERAGE	56,253

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	63,525
2	58,135
3	53,856
4	52,500
5	51,600
6	51,000
7	50,851
8	50,060
9	48,500
10	48,168
11	47,948
12	46,690
13	45,600
14	43,980
15	42,360
16	42,000
17	41,760
18	40,000
19	39,460
20	35,850
21	34,911
22	33,100
23	32,860
AVERAGE	45,859

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—CHICAGO REGION—

BUSINESS/FISCAL OFFICERS: INTERNAL AUDITOR

RANK	SALARY
1	64,400
2	63,800
3	55,190
4	49,840
5	49,500
6	47,550
7	45,633
8	45,200
9	45,012
10	43,320
11	43,000
12	42,904
13	42,550
14	42,540
15	42,370
16	41,975
17	41,820
18	41,505
19	38,988
20	38,094
21	37,500
22	35,285
AVERAGE	45,363

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PAYROLL

RANK	SALARY
1	66,700
2	66,480
3	51,000
4	45,625
5	43,500
6	42,528
7	40,630
8	39,396
9	38,956
10	38,856
11	35,942
12	35,602
13	35,125
14	33,887
15	31,950
16	30,280
17	29,144
18	28,600
19	28,038
20	26,000
21	25,800
22	21,735
AVERAGE	37,950

STUDENT AFFAIRS OFFICERS: VICE PRESIDENT FOR STUDENT AFFAIRS

RANK	SALARY
1	90,000
2	89,900
3	89,200
4	87,680
5	84,000
6	83,000
7	81,230
8	81,000
9	78,500
10	77,852
11	77,500
12	76,379
13	73,700
14	72,200
15	71,000
16	70,000
17	67,000
18	(66,936)
19	66,862
20	65,004
21	60,500
22	45,959
AVERAGE	75,246

BUSINESS/FISCAL OFFICERS: BUDGET OFFICER

RANK	SALARY
1	98,000
2	74,800
3	72,850
4	65,400
5	64,200
6	63,673
7	(63,000)
8	62,400
9	59,040
10	52,500
11	50,357
12	48,540
13	47,772
14	47,759
15	47,460
16	47,352
17	44,620
18	43,459
19	37,530
AVERAGE	57,406

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PERSONNEL

RANK	SALARY
1	93,840
2	85,500
3	78,200
4	68,350
5	65,180
6	63,000
7	62,833
8	61,128
9	60,000
10	57,876
11	57,495
12	56,540
13	55,250
14	53,800
15	53,400
16	53,081
17	52,400
18	52,000
19	50,744
20	48,516
21	47,700
22	47,375
23	42,000
AVERAGE	59,400

STUDENT AFFAIRS OFFICERS: DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	68,000
2	(66,936)
3	66,300
4	64,000
5	63,000
6	62,175
7	61,750
8	60,600
9	60,000
10	57,526
11	56,134
12	55,350
13	53,906
14	53,760
15	51,515
16	49,094
17	41,748
AVERAGE	58,341

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—CHICAGO REGION—

STUDENT AFFAIRS OFFICERS: DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	69,000
2	48,400
3	48,000
4	43,781
5	43,080
6	42,761
7	42,700
8	42,650
9	40,416
10	37,829
11	34,000
12	33,190
13	29,640
14	25,821
AVERAGE	41,515

STUDENT AFFAIRS OFFICERS: DIRECTOR OF ADMISSIONS

RANK	SALARY
1	76,443
2	69,700
3	65,915
4	59,900
5	59,850
6	58,650
7	57,684
8	57,512
9	56,640
10	55,200
11	55,164
12	54,994
13	54,408
14	54,340
15	53,388
16	53,196
17	52,549
18	52,500
19	52,347
20	50,776
21	48,165
22	45,868
23	44,856
24	44,526
25	44,084
26	43,666
27	40,000
AVERAGE	54,158

STUDENT AFFAIRS OFFICERS: REGISTRAR

RANK	SALARY
1	72,100
2	66,000
3	65,700
4	59,440
5	58,150
6	56,433
7	56,200
8	55,344
9	55,000
10	54,541
11	54,408
12	53,327
13	52,516
14	50,695
15	49,680
16	48,978
17	46,957
18	46,713
19	46,272
20	46,200
21	45,000
22	44,300
23	44,105
24	41,820
25	40,250
26	40,000
AVERAGE	51,928

STUDENT AFFAIRS OFFICERS: DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	62,770
2	57,950
3	57,849
4	57,437
5	54,408
6	52,720
7	52,500
8	50,950
9	50,760
10	50,000
11	50,000
12	49,800
13	47,350
14	47,237
15	46,992
16	46,957
17	46,800
18	45,555
19	45,000
20	44,100
21	44,016
22	43,080
23	39,376
24	38,879
25	34,766
26	34,526
27	34,084
AVERAGE	47,625

STUDENT AFFAIRS OFFICERS: DIRECTOR OF HUUSING

RANK	SALARY
1	82,000
2	68,903
3	66,300
4	63,600
5	61,980
6	57,250
7	57,236
8	57,200
9	55,008
10	55,000
11	53,500
12	52,692
13	52,380
14	51,021
15	50,679
16	48,821
17	48,376
18	44,724
19	43,781
20	40,400
21	40,000
22	39,558
23	39,244
24	39,000
25	38,000
26	34,035
AVERAGE	51,567

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—CHICAGO REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	107,573
2	96,800
3	87,000
4	83,101
5	82,950
6	82,056
7	80,760
8	78,500
9	72,000
10	70,933
11	68,880
12	62,060
13	61,355
14	60,610
15	60,593
16	59,540
17	57,490
18	54,672
19	53,000
20	48,648
21	46,647
22	42,550
23	35,400
24	31,272
AVERAGE	66,014

OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	(86,700)
2	80,300
3	79,380
4	76,205
5	72,923
6	68,000
7	66,936
8	64,700
AVERAGE	74,393

OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	85,000
2	75,000
3	(75,000)
4	74,000
5	68,640
6	67,000
7	64,500
8	61,836
9	59,400
10	58,422
11	57,150
12	57,000
13	55,925
14	50,336
15	47,863
16	47,000
17	44,316
AVERAGE	61,670

OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	75,000
2	68,200
3	64,688
4	63,760
5	62,000
6	61,000
7	60,962
8	59,760
9	(59,640)
10	56,500
11	56,200
12	53,760
13	53,135
14	51,756
15	51,362
16	48,000
17	47,050
18	39,323
19	36,121
20	22,000
AVERAGE	54,512

OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	76,400
2	60,000
3	58,000
4	56,000
5	55,600
6	54,440
7	50,842
8	50,076
9	50,040
10	43,548
11	42,550
12	41,058
13	39,781
14	38,824
AVERAGE	51,226

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	80,000
2	78,800
3	74,204
4	71,030
5	67,225
6	66,390
7	65,000
8	63,500
9	63,300
10	62,850
11	61,968
12	59,250
13	58,464
14	56,300
15	57,450
16	56,220
17	55,500
18	55,400
19	(55,100)
20	53,300
21	52,700
22	50,004
23	47,412
24	47,200
25	46,000
26	45,000
AVERAGE	59,676

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—CHICAGO REGION—

OPERATIONS OFFICERS:
DIRECTOR OF
PUBLIC SAFETY

RANK	SALARY
1	62,200
2	61,000
3	56,700
4	53,800
5	53,000
6	52,850
7	52,000
8	50,500
9	50,000
10	48,474
11	47,855
12	47,850
13	47,386
14	47,000
15	46,500
16	45,800
17	45,668
18	44,800
19	43,980
20	43,200
21	43,000
22	42,456
23	41,022
24	40,874
25	37,572
26	32,400
27	30,900
AVERAGE	46,992

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR INSTI-
TUTIONAL ADVANCEMENT

RANK	SALARY
1	124,000
2	(85,200)
3	78,000
4	74,400
5	72,000
6	70,500
7	70,400
8	65,504
9	62,500
10	52,020
AVERAGE	75,452

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	80,892
2	73,500
3	71,556
4	64,500
5	62,410
6	59,800
7	59,430
AVERAGE	67,441

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	66,186
2	56,365
3	55,800
4	53,500
5	52,100
6	51,704
7	51,500
8	51,362
9	50,950
10	50,610
11	49,000
12	47,425
13	45,056
14	41,900
15	39,999
16	39,360
17	36,000
18	35,484
19	30,500
AVERAGE	47,620

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE
RELATIONS

RANK	SALARY
1	85,680
2	66,875
3	63,000
4	62,400
5	61,000
6	(54,640)
7	50,000
8	44,000
9	32,292
AVERAGE	58,321

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR
DEVELOPMENT

RANK	SALARY
1	93,960
2	90,000
3	(85,200)
4	71,400
5	66,750
6	67,080
7	66,300
8	58,400
AVERAGE	75,136

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	77,000
2	61,662
3	59,040
4	52,000
5	51,500
6	49,512
7	47,404
8	45,000
9	43,935
10	42,060
11	37,500
12	37,100
AVERAGE	50,309

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—CHICAGO REGION—

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	90,000
2	79,500
3	63,000
4	53,635
5	52,750
6	49,273
7	45,500
8	44,704
9	44,364
10	43,500
11	43,000
12	41,302
13	39,562
14	36,750
15	35,962
16	35,170
17	31,500
18	31,233
19	31,165
20	30,852
21	29,364
22	28,594
23	28,476
AVERAGE	43,877

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH AND GRADUATE DEAN

RANK	SALARY
1	98,500
2	90,000
3	87,000
4	80,892
5	79,332
6	77,792
7	72,240
8	70,000
AVERAGE	81,970

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

RANK	SALARY
1	100,000
2	73,299
3	71,500
4	69,497
5	64,800
6	63,800
7	62,600
8	58,300
9	57,200
10	56,266
11	54,750
12	53,304
13	50,700
14	50,648
15	50,111
16	50,004
17	47,880
18	47,130
19	46,500
20	46,458
21	43,704
22	43,704
23	36,485
AVERAGE	56,463

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	64,650
2	58,300
3	56,800
4	54,660
5	53,544
6	53,250
7	52,250
8	50,436
9	50,307
10	49,126
11	46,448
12	44,400
13	43,000
14	40,500
15	39,520
16	38,472
17	35,000
18	33,500
AVERAGE	48,009

DEANS:
AGRICULTURE

RANK	SALARY
1	110,000
2	107,100
3	100,000
4	99,960
5	93,300
6	68,078
AVERAGE	96,406

DEANS:
ARCHITECTURE

RANK	SALARY
1	91,680
2	87,610
3	86,538
4	80,240
5	75,709
6	66,874
AVERAGE	81,775

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	119,340
2	106,500
3	96,300
4	92,000
5	82,834
6	82,700
7	81,850
8	80,940
9	80,000
10	79,350
11	78,324
12	78,300
13	77,400
14	75,407
15	75,100
16	74,700
17	71,598
18	69,000
19	68,125
20	66,276
21	65,000
AVERAGE	81,002

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—CHICAGO REGION—

DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	130,840
2	120,000
3	100,000
4	98,800
5	98,800
6	98,300
7	96,600
8	94,500
9	91,091
10	90,000
11	87,130
12	82,795
13	82,775
14	82,665
15	80,695
16	80,000
17	80,000
18	76,960
19	74,764
20	73,836
21	73,500
22	73,500
23	72,716
24	71,500
25	66,450
26	61,380
AVERAGE	86,139

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	78,600
2	74,018
3	72,480
4	(72,080)
5	71,400
6	69,000
7	68,575
8	68,176
9	67,704
10	66,672
11	66,250
12	65,962
13	64,650
14	64,650
15	62,400
16	61,714
17	60,500
18	56,000
19	40,560
AVERAGE	65,875

DEANS:
EDUCATION

RANK	SALARY
1	97,700
2	97,600
3	90,558
4	86,760
5	85,250
6	81,700
7	81,000
8	80,625
9	79,400
10	78,270
11	77,270
12	75,524
13	73,000
14	72,213
15	71,550
16	71,350
17	71,040
18	69,000
19	68,364
20	68,100
21	67,710
22	66,200
23	64,334
24	61,250
AVERAGE	76,490

DEANS:
ENGINEERING

RANK	SALARY
1	115,464
2	105,150
3	101,500
4	100,500
5	98,985
6	98,520
7	98,080
8	96,600
9	96,760
10	93,100
11	88,870
12	87,312
13	86,000
14	85,000
15	84,800
16	83,347
17	80,200
18	79,206
19	77,396
20	73,500
21	69,960
AVERAGE	90,495

DEANS:
FINE ARTS

RANK	SALARY
1	84,840
2	78,780
3	77,200
4	77,097
5	72,400
6	70,400
7	70,344
8	70,000
9	69,504
10	69,120
11	68,527
12	64,700
13	64,344
14	58,680
AVERAGE	71,138

DEANS:
GRADUATE

RANK	SALARY
1	103,000
2	96,800
3	91,920
4	85,850
5	72,800
6	68,000
7	67,000
8	66,864
9	66,094
10	64,700
11	63,673
12	63,600
13	62,600
14	62,500
15	61,392
16	59,064
17	51,140
AVERAGE	71,000

DEANS:
HEALTH/PHYSICAL EDUC/RECREATION

RANK	SALARY
1	83,400
2	80,400
3	62,900
4	58,240
5	58,000
6	50,100
AVERAGE	65,507

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—CHICAGO REGION—

DEANS:
HEALTH-RELATED
PROFESSIONS

RANK	SALARY
1	87,200
2	78,760
3	77,000
4	76,538
5	66,800
6	66,200
7	65,540
8	32,724
AVERAGE	68,846

DEANS:
JOURNALISM/
COMMUNICATION

RANK	SALARY
1	87,280
2	82,050
3	75,600
4	72,800
5	72,500
AVERAGE	78,046

DEANS:
LAW

RANK	SALARY
1	125,000
2	120,000
3	116,000
4	108,040
5	106,800
6	106,000
7	100,180
8	100,000
9	90,615
10	90,552
11	85,536
12	80,000
AVERAGE	102,394

DEANS:
LIBRARY SCIENCE

RANK	SALARY
1	80,437
2	73,500
3	67,410
4	65,983
5	51,940
AVERAGE	67,854

DEANS:
MUSIC

RANK	SALARY
1	92,000
2	88,055
3	85,088
4	74,520
5	69,200
6	64,150
AVERAGE	78,836

DEANS:
SCIENCE

RANK	SALARY
1	99,500
2	86,760
3	78,500
4	69,169
5	60,763
6	54,372
AVERAGE	74,844

DEANS:
SOCIAL WORK

RANK	SALARY
1	112,434
2	82,000
3	80,240
4	78,720
5	75,000
6	68,896
7	64,357
8	61,252
AVERAGE	77,862

DEANS:
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	79,400
2	73,150
3	70,680
4	68,340
5	63,440
6	57,670
7	51,984
AVERAGE	66,381

MEDICAL DEANS:
DENTISTRY

RANK	SALARY
1	100,650
2	96,900
3	95,280
4	86,640
5	76,315
AVERAGE	91,157

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	192,440
2	168,640
3	136,100
4	114,450
5	109,572
6	108,000
7	105,000
8	104,280
9	101,023
10	90,000
AVERAGE	122,951

TABLE II (Continued)
—CHICAGO REGION—

MEDICAL DEANS:
NURSING

RANK	SALARY
1	105,846
2	93,733
3	92,610
4	90,300
5	87,200
6	85,000
7	81,360
8	78,342
9	76,100
10	68,900
11	63,336
12	56,989
13	56,000
AVERAGE	79,978

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	107,855
2	93,300
3	92,833
4	90,720
5	89,800
6	82,720
7	69,962
AVERAGE	89,599

MEDICAL DEANS:
VETERINARY
MEDICINE

RANK	SALARY
1	109,850
2	94,500
3	88,680
4	85,890
5	76,120
AVERAGE	91,008

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-DALLAS REGION-

The Dallas Region as defined by the Equal Employment Opportunity Commission includes the states of Arkansas, Louisiana, Oklahoma, New Mexico, and Texas. The twenty participating universities from this region are as follows:

East Texas State University
Louisiana State University
Louisiana Tech University
New Mexico State University
North Texas State University
Northeast Louisiana University
Oklahoma State University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Tech University
University of Arkansas
University of New Mexico
University of New Orleans
University of Oklahoma
University of Southwestern Louisiana
University of Texas at Arlington
University of Texas at Austin
University of Texas at Dallas
University of Texas at El Paso

TABLE II (Continued)
—DALLAS REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	147,000
2	142,000
3	106,101
4	103,000
5	100,000
6	97,000
7	94,150
8	91,745
9	89,121
10	88,000
11	85,000
12	83,595
13	82,000
14	75,535
15	74,335
16	74,335
AVERAGE	95,805

ACADEMIC OFFICERS: ACADEMIC VICE PRES/ VICE CHANCELLOR

RANK	SALARY
1	(115,000)
2	98,640
3	89,750
4	89,200
5	84,000
6	81,500
7	75,567
8	70,400
9	69,341
10	66,200
11	65,520
12	61,692
13	61,435
14	60,194
15	60,000
AVERAGE	76,596

ACADEMIC OFFICERS: PROVOST

RANK	SALARY
1	125,500
2	(115,000)
3	85,500
4	84,048
5	70,900
AVERAGE	96,190

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

RANK	SALARY
1	76,000
2	68,496
3	66,000
4	65,700
5	65,406
6	63,252
7	63,000
8	61,942
9	61,241
10	61,000
11	60,000
12	57,000
13	56,482
14	54,150
15	52,273
16	49,283
17	48,310
18	47,700
19	47,632
20	45,100
AVERAGE	58,499

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION

RANK	SALARY
1	54,500
2	47,968
3	46,000
4	45,168
5	43,344
6	41,580
7	40,517
8	37,342
9	36,000
10	34,000
11	32,760
12	28,931
13	28,000
AVERAGE	39,701

ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	90,000
2	87,602
3	71,033
4	66,000
5	65,002
6	61,000
7	60,864
8	58,840
9	58,000
10	55,834
11	55,539
12	53,400
13	53,400
14	52,000
15	51,500
16	51,000
17	49,247
18	49,155
19	49,107
20	48,480
21	48,474
22	47,910
23	46,620
24	45,960
25	44,600
26	44,400
27	44,000
28	42,600
29	39,000
AVERAGE	54,846

BUSINESS/FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	98,600
2	90,612
3	87,000
4	84,900
5	80,000
6	79,860
7	72,000
8	72,000
9	71,000
10	69,774
11	68,512
12	68,500
13	67,657
14	65,700
15	65,520
16	64,050
17	61,820
18	61,000
19	59,233
AVERAGE	72,930

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—DALLAS REGION—

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	70,000
2	67,968
3	65,000
4	64,000
5	58,000
6	52,937
7	51,100
8	51,045
9	50,004
10	48,000
11	47,315
12	46,100
13	44,000
14	42,793
15	40,100
16	38,160
17	35,875
AVERAGE	51,314

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY
1	44,800
2	(43,538)
3	42,144
4	41,388
5	40,600
6	39,600
7	39,000
8	37,380
9	35,304
10	30,000
11	28,837
12	24,204
13	21,888
AVERAGE	36,053

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	70,000
2	56,136
3	50,541
4	48,141
5	48,000
6	46,760
7	46,201
8	45,011
9	42,144
10	38,518
AVERAGE	49,145

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	63,000
2	56,150
3	56,000
4	48,000
5	43,400
6	43,272
7	41,000
8	40,500
9	37,805
10	37,714
11	36,606
12	36,050
13	36,000
14	35,700
15	34,019
16	31,340
17	28,000
18	25,678
AVERAGE	40,569

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	53,200
2	50,000
3	49,185
4	41,500
5	41,000
6	40,000
7	40,000
8	39,595
9	39,300
10	37,633
11	35,651
12	32,278
13	30,766
14	30,500
15	26,450
16	26,000
17	25,752
AVERAGE	37,577

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	65,000
2	58,300
3	55,140
4	54,000
5	53,000
6	49,476
7	(43,538)
8	43,275
9	42,900
10	(42,000)
11	40,000
12	30,745
13	29,870
AVERAGE	46,711

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	47,256
2	(42,000)
3	39,000
4	36,960
5	33,432
6	31,606
7	31,173
8	30,000
9	29,146
10	28,932
11	27,628
12	23,500
13	23,500
14	23,400
15	21,264
AVERAGE	31,253

TABLE II (Continued)
—DALLAS REGION—

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	56,000
2	53,000
3	53,000
4	50,000
5	49,197
6	48,605
7	48,000
8	46,500
9	46,000
10	45,204
11	42,230
12	42,000
13	41,796
14	41,723
15	41,000
16	40,200
17	39,325
18	36,561
19	34,657
AVERAGE	44,997

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	83,200
2	80,000
3	77,268
4	(75,000)
5	72,504
6	71,500
7	70,000
8	67,030
9	66,587
10	63,616
11	60,900
12	60,320
13	60,200
14	60,000
15	59,582
16	59,568
AVERAGE	67,955

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	64,075
2	55,360
3	55,000
4	49,500
5	47,301
6	46,656
7	44,720
8	44,038
9	44,000
10	43,500
11	39,812
12	38,840
13	37,992
14	23,196
AVERAGE	45,284

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	67,318
2	49,000
3	43,895
4	41,300
5	40,000
6	39,600
7	35,000
8	31,066
9	30,545
10	24,860
AVERAGE	40,258

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	62,500
2	56,123
3	(54,456)
4	54,200
5	(47,200)
6	46,107
7	45,775
8	44,892
9	44,140
10	44,000
11	43,567
12	42,025
13	(37,755)
14	37,600
15	34,567
16	33,000
17	31,860
18	31,200
19	30,000
AVERAGE	43,316

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	57,032
2	(54,456)
3	53,550
4	49,500
5	48,654
6	(47,200)
7	45,216
8	43,943
9	42,197
10	41,208
11	40,000
12	39,985
13	39,600
14	39,208
15	39,200
16	38,110
17	(37,755)
18	32,500
19	31,200
AVERAGE	43,184

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	51,912
2	49,500
3	46,201
4	44,200
5	42,660
6	42,025
7	40,200
8	40,000
9	39,905
10	39,656
11	39,200
12	34,000
13	32,754
14	32,600
15	32,362
16	31,500
17	31,120
18	31,000
19	29,364
AVERAGE	38,537

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—DALLAS REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	62,500
2	50,520
3	50,000
4	49,224
5	47,700
6	46,000
7	43,744
8	42,100
9	39,157
10	37,224
11	35,010
12	32,608
13	30,893
14	29,279
15	29,000
16	27,810
17	26,280
18	26,000
AVERAGE	39,169

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	83,500
2	74,818
3	69,000
4	68,600
5	67,224
6	67,000
7	64,104
8	63,900
9	61,871
10	61,603
11	59,500
12	57,200
13	51,128
14	48,000
15	33,500
16	28,932
17	26,784
AVERAGE	58,039

OPERATIONS OFFICERS:
ADMINISTRATIVE
VICE PRESIDENT

RANK	SALARY
1	84,000
2	(75,000)
3	71,449
4	70,029
5	69,774
6	60,200
AVERAGE	71,750

OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	75,956
2	68,165
3	59,864
4	57,348
5	56,500
6	52,000
7	44,960
AVERAGE	59,253

OPERATIONS OFFICERS:
ASSISTANT TO THE
PRESIDENT

RANK	SALARY
1	56,563
2	55,700
3	55,500
4	55,105
5	54,000
6	49,901
7	49,747
8	45,961
9	44,498
10	44,000
11	43,000
12	35,400
AVERAGE	49,115

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

RANK	SALARY
1	(56,610)
2	51,996
3	50,800
4	44,100
5	39,000
6	34,207
AVERAGE	46,119

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY
1	74,100
2	61,000
3	60,744
4	60,000
5	(56,610)
6	55,000
7	53,500
8	52,003
9	50,625
10	50,133
11	50,000
12	48,889
13	46,500
14	45,825
15	43,130
16	38,700
17	38,007
AVERAGE	52,166

OPERATIONS OFFICERS:
DIRECTOR OF
PUBLIC SAFETY

RANK	SALARY
1	50,000
2	47,744
3	43,200
4	42,425
5	41,787
6	41,000
7	40,000
8	38,636
9	38,000
10	37,840
11	37,648
12	35,700
13	32,983
14	31,492
15	27,181
16	20,500
AVERAGE	37,884

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—DALLAS REGION—

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR INSTITUTIONAL ADVANCEMENT

RANK	SALARY
1	70,560
2	69,774
3	69,000
4	65,000
5	60,000
6	59,568
7	49,500
AVERAGE	63,343

PUBLIC RELATIONS OFFICERS: DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	57,500
2	55,200
3	49,920
4	48,380
5	48,000
6	45,040
7	43,863
8	43,000
9	42,500
10	41,780
11	40,368
12	38,014
13	32,800
14	32,100
AVERAGE	44,176

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	86,500
2	79,800
3	70,560
4	(66,007)
5	61,267
AVERAGE	72,827

PUBLIC RELATIONS OFFICERS: DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	70,000
2	59,616
3	58,023
4	55,000
5	48,738
6	42,350
7	38,000
8	24,960
AVERAGE	49,586

PUBLIC RELATIONS OFFICERS: DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	56,497
2	50,880
3	50,000
4	46,200
5	43,792
6	42,425
7	42,047
8	41,033
9	39,000
10	35,000
11	33,600
12	31,000
13	29,303
AVERAGE	41,558

RESEARCH OFFICERS: DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

RANK	SALARY
1	85,860
2	63,140
3	62,000
4	56,500
5	56,412
6	55,200
7	54,000
8	49,728
9	47,500
10	45,000
11	42,780
12	42,547
13	37,286
14	36,225
15	35,315
AVERAGE	51,300

RESEARCH OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	56,400
2	49,900
3	48,792
4	48,500
5	48,195
6	45,800
7	45,000
8	45,000
9	42,900
10	40,700
11	39,917
12	35,000
13	29,484
AVERAGE	44,261

DEANS: AGRICULTURE

RANK	SALARY
1	93,000
2	82,000
3	80,538
4	71,879
5	68,291
6	60,000
7	51,661
8	41,748
AVERAGE	68,640

DEANS: ARCHITECTURE

RANK	SALARY
1	95,000
2	73,000
3	72,000
4	69,531
5	68,800
6	68,000
7	66,113
8	62,100
AVERAGE	71,818

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—DALLAS REGION—

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	88,000
2	85,000
3	85,000
4	84,588
5	75,642
6	71,000
7	68,291
8	66,996
9	61,408
10	60,719
11	60,121
12	58,560
13	50,633
AVERAGE	70,454

DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	120,000
2	113,000
3	88,000
4	85,198
5	85,000
6	80,000
7	74,000
8	76,200
9	75,000
10	71,646
11	70,200
12	68,785
13	68,291
14	63,650
15	60,719
16	60,268
17	60,121
18	58,000
19	56,560
AVERAGE	75,767

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	70,000
2	67,156
3	66,250
4	60,720
5	60,121
6	56,753
7	52,693
8	41,640
9	38,384
AVERAGE	57,080

DEANS:
EDUCATION

RANK	SALARY
1	96,000
2	83,500
3	77,252
4	70,257
5	70,200
6	70,000
7	69,900
8	68,675
9	65,856
10	61,950
11	60,719
12	60,708
13	60,121
14	60,000
15	56,000
16	56,000
17	53,772
18	53,000
AVERAGE	66,328

DEANS:
ENGINEERING

RANK	SALARY
1	140,004
2	135,000
3	108,500
4	98,019
5	90,000
6	88,000
7	85,000
8	80,196
9	79,991
10	76,971
11	76,500
12	76,776
13	70,350
14	65,000
15	62,000
16	61,008
AVERAGE	86,707

DEANS:
GRADUATE

RANK	SALARY
1	94,000
2	87,000
3	78,140
4	75,000
5	74,983
6	71,086
7	70,900
8	69,690
9	69,000
10	60,121
11	56,707
12	53,164
13	51,000
14	48,600
AVERAGE	68,528

DEANS:
LAW

RANK	SALARY
1	135,000
2	107,980
3	81,500
4	76,875
5	73,725
AVERAGE	95,012

DEANS:
LIBERAL ARTS

RANK	SALARY
1	114,000
2	96,000
3	78,000
4	62,000
5	60,065
6	59,161
AVERAGE	78,206

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—DALLAS REGION—

DEANS:
SCIENCE

RANK	SALARY
1	107,000
2	105,000
3	88,000
4	80,000
5	72,000
6	70,000
7	63,600
8	57,185
9	52,000
AVERAGE	77,198

DEANS:
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	96,000
2	65,260
3	60,000
4	59,500
5	56,375
AVERAGE	67,415

MEDICAL DEANS:
NURSING

RANK	SALARY
1	90,000
2	71,000
3	68,377
4	(63,546)
5	61,000
6	52,305
AVERAGE	67,705

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-DENVER REGION-

The Denver Region as defined by the Equal Employment Opportunity Commission includes the states of Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming. The fourteen participating universities from this region are as follows:

Colorado School of Mines
Colorado State University
Montana State University
North Dakota State University
South Dakota School of Mines and Technology
South Dakota State University
University of Colorado at Boulder
University of Colorado at Denver
University of Montana
University of North Dakota
University of Northern Colorado
University of South Dakota
University of Utah
Utah State University

TABLE II (Continued)
—DENVER REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	111,330
2	110,300
3	103,880
4	99,567
5	99,200
6	89,804
7	85,825
8	78,156
9	78,156
10	74,000
11	73,250
12	73,000
13	72,600
14	67,737
AVERAGE	86,916

ACADEMIC OFFICERS: ACADEMIC VICE PRES/ VICE CHANCELLOR

RANK	SALARY
1	94,000
2	92,400
3	90,525
4	89,455
5	76,000
6	73,950
7	72,600
8	71,600
9	66,000
10	65,000
11	63,900
12	(63,354)
13	60,800
AVERAGE	75,506

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

RANK	SALARY
1	73,800
2	71,400
3	62,825
4	62,100
5	56,700
6	56,370
7	50,880
8	50,000
9	48,000
10	46,772
11	45,478
12	45,000
13	43,085
14	38,983
AVERAGE	53,671

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION

RANK	SALARY
1	51,895
2	44,700
3	40,000
4	35,400
5	35,400
6	35,200
7	34,700
8	33,620
9	32,651
10	31,500
11	30,600
12	24,039
AVERAGE	35,809

ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	71,694
2	70,000
3	63,200
4	61,500
5	57,400
6	53,138
7	51,400
8	51,072
9	50,040
10	49,400
11	47,000
12	45,792
13	45,259
14	44,616
15	42,660
16	38,507
17	38,030
AVERAGE	51,806

BUSINESS/FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	76,326
2	73,900
3	70,800
4	69,000
5	68,000
6	66,500
7	65,500
8	53,288
9	52,000
10	44,265
AVERAGE	63,958

BUSINESS/FISCAL OFFICERS: CONTROLLER

RANK	SALARY
1	60,750
2	60,000
3	54,228
4	53,200
5	51,565
6	51,500
7	42,500
8	40,400
9	38,520
10	37,270
11	36,120
12	31,131
AVERAGE	46,435

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PURCHASING

RANK	SALARY
1	51,060
2	48,500
3	46,900
4	41,600
5	38,791
6	38,400
7	37,500
8	34,469
9	31,550
10	26,000
11	25,675
12	22,920
AVERAGE	36,947

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—DENVER REGION—

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	44,000
2	43,500
3	38,950
4	30,390
5	30,000
6	28,501
7	26,832
8	20,818
AVERAGE	32,874

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	66,000
2	62,700
3	61,800
4	53,860
5	52,190
6	(51,200)
7	51,200
8	47,500
9	41,600
10	37,950
11	36,000
12	18,948
AVERAGE	46,407

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	51,060
2	(46,384)
3	40,500
4	39,060
5	(37,950)
6	27,648
7	25,850
8	24,500
AVERAGE	36,619

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	57,000
2	55,500
3	55,180
4	51,600
5	(51,200)
6	51,200
7	(46,384)
8	46,000
9	(37,950)
10	36,000
11	35,100
12	33,397
13	30,160
14	27,847
AVERAGE	43,894

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	77,910
2	76,700
3	(62,550)
4	62,400
5	62,250
6	60,600
7	60,000
8	56,500
9	39,175
AVERAGE	62,009

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	59,000
2	57,000
3	51,000
4	47,648
5	46,836
6	45,000
7	42,220
AVERAGE	49,815

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	57,500
2	51,800
3	46,176
4	43,767
5	39,966
6	39,900
7	39,225
8	(38,700)
9	36,696
10	35,945
11	32,380
12	28,952
13	25,920
AVERAGE	39,764

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	48,023
2	48,000
3	45,550
4	44,900
5	44,583
6	44,348
7	42,624
8	41,300
9	38,787
10	38,556
11	33,500
12	32,350
13	31,663
14	27,387
AVERAGE	40,112

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—DENVER REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	62,000
2	51,500
3	39,760
4	39,072
5	(38,760)
6	36,770
7	36,470
8	36,000
9	32,000
10	30,000
11	26,573
12	26,000
AVERAGE	38,065

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	69,035
2	52,500
3	46,523
4	45,870
5	45,860
6	41,500
7	35,750
8	34,318
9	33,538
10	33,500
11	32,760
12	32,003
13	18,931
AVERAGE	40,161

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	83,759
2	77,651
3	74,672
4	61,578
5	59,099
6	57,700
7	54,810
8	39,945
9	31,744
AVERAGE	60,106

OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	83,370
2	73,185
3	63,500
4	60,600
5	56,500
6	50,000
AVERAGE	64,526

OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	64,100
2	39,135
3	38,900
4	33,200
5	31,700
6	19,000
AVERAGE	37,673

OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	61,000
2	50,508
3	50,500
4	43,300
5	32,600
AVERAGE	47,582

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	69,015
2	61,300
3	61,000
4	55,500
5	55,091
6	49,500
7	46,800
8	46,468
9	42,050
10	39,600
11	33,599
AVERAGE	50,902

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	53,500
2	46,388
3	42,436
4	27,500
5	25,036
AVERAGE	38,972

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	54,000
2	52,138
3	51,653
4	47,300
5	46,800
6	45,500
7	(31,029)
8	28,010
9	25,017
10	24,982
AVERAGE	40,643

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	61,716
2	60,000
3	55,000
4	50,000
5	46,050
6	39,431
7	32,000
AVERAGE	49,171

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—DENVER REGION—

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	52,193
2	39,300
3	34,268
4	33,570
5	32,619
6	32,610
7	24,720
AVERAGE	35,611

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE EXTENSION

RANK	SALARY
1	74,900
2	73,600
3	61,500
4	53,776
5	30,000
6	27,351
AVERAGE	53,521

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

RANK	SALARY
1	61,752
2	53,900
3	53,125
4	52,653
5	52,200
6	51,800
7	45,642
8	34,500
9	34,300
AVERAGE	48,879

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	52,200
2	49,500
3	48,400
4	45,000
5	40,688
6	32,815
7	23,228
AVERAGE	41,690

DEANS:
AGRICULTURE

RANK	SALARY
1	74,800
2	73,200
3	66,600
4	61,160
5	59,500
AVERAGE	67,052

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	94,500
2	75,200
3	66,723
4	59,509
5	57,850
6	55,200
AVERAGE	66,164

DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	94,500
2	87,773
3	86,100
4	67,600
5	65,000
6	64,209
7	59,988
8	59,500
9	57,000
10	51,200
AVERAGE	69,267

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	70,036
2	57,300
3	53,000
4	50,045
5	46,260
6	45,700
7	43,687
8	42,678
AVERAGE	51,088

DEANS:
EDUCATION

RANK	SALARY
1	79,855
2	75,238
3	75,000
4	65,027
5	64,400
6	59,500
7	57,500
8	56,100
9	56,000
10	51,200
11	50,000
AVERAGE	62,711

DEANS:
ENGINEERING

RANK	SALARY
1	100,000
2	94,300
3	75,800
4	74,398
5	(72,306)
6	71,031
7	65,600
8	63,669
9	61,440
10	61,010
AVERAGE	74,455

DEANS:
GRADUATE

RANK	SALARY
1	75,889
2	73,517
3	70,300
4	62,000
5	60,000
6	59,000
7	58,834
8	58,300
9	55,410
10	53,800
11	52,200
AVERAGE	61,750

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-KANSAS CITY REGION-

The Kansas City Region as defined by the Equal Employment Opportunity Commission includes the states of Iowa, Kansas, Missouri, and Nebraska. The twelve participating universities from this region are as follows:

Iowa State University of Science and Technology
Kansas State University
University of Iowa
University of Kansas at Lawrence
University of Missouri - Columbia
University of Missouri - Kansas City
University of Missouri - Rolla
University of Missouri - St. Louis
University of Nebraska - Lincoln
University of Nebraska at Omaha
University of Northern Iowa
Wichita State University

TABLE II (Continued)
—KANSAS CITY REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	130,000
2	100,000
3	95,000
4	94,530
5	92,000
6	92,000
7	90,765
8	90,000
9	84,100
AVERAGE	96,488

ACADEMIC OFFICERS: ACADEMIC VICE PRES/ VICE CHANCELLOR

RANK	SALARY
1	117,500
2	86,000
3	84,800
4	81,000
5	80,674
6	80,000
7	80,000
8	77,500
9	75,950
AVERAGE	84,825

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

RANK	SALARY
1	86,500
2	77,500
3	70,315
4	66,500
5	65,664
6	63,120
7	59,000
8	58,500
9	56,450
10	55,900
11	52,429
12	32,321
AVERAGE	62,017

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION

RANK	SALARY
1	65,400
2	47,161
3	46,300
4	45,100
5	44,500
6	43,500
7	43,260
8	37,710
9	35,000
AVERAGE	45,326

ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	79,560
2	79,560
3	67,862
4	67,464
5	66,000
6	63,000
7	58,501
8	54,975
9	52,750
10	52,620
11	48,114
12	46,400
13	45,418
14	41,443
AVERAGE	58,835

BUSINESS/FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	105,000
2	98,000
3	82,600
4	80,448
5	77,000
6	75,500
7	75,000
8	68,276
9	65,350
10	56,600
AVERAGE	78,377

BUSINESS/FISCAL OFFICERS: CONTROLLER

RANK	SALARY
1	66,000
2	59,400
3	59,000
4	53,500
5	52,500
6	48,510
7	44,580
8	41,750
AVERAGE	53,155

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PURCHASING

RANK	SALARY
1	56,750
2	48,923
3	44,040
4	42,950
5	38,142
6	36,711
7	34,359
8	32,700
9	31,500
AVERAGE	40,897

BUSINESS/FISCAL OFFICERS: INTERNAL AUDITOR

RANK	SALARY
1	49,750
2	40,100
3	39,672
4	37,800
5	34,603
6	31,925
AVERAGE	38,975

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—KANSAS CITY REGION—

BUSINESS/FISCAL OFFICERS: BUDGET OFFICER

RANK	SALARY
1	56,000
2	55,000
3	48,408
4	45,500
5	42,969
6	38,040
7	38,000
8	34,100
AVERAGE	45,002

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PAYROLL

RANK	SALARY
1	47,155
2	43,700
3	42,517
4	39,675
5	31,956
6	30,060
7	30,000
8	28,000
9	26,026
10	22,395
AVERAGE	33,746

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PERSONNEL

RANK	SALARY
1	58,485
2	57,500
3	52,000
4	52,000
5	46,000
6	45,678
7	44,249
8	44,160
9	40,000
10	39,784
11	39,638
12	37,350
AVERAGE	46,404

STUDENT AFFAIRS OFFICERS: VICE PRESIDENT FOR STUDENT AFFAIRS

RANK	SALARY
1	97,500
2	84,000
3	79,954
4	78,000
5	(76,428)
6	72,000
7	70,250
8	67,500
9	67,076
10	61,000
11	60,850
12	60,000
AVERAGE	72,880

STUDENT AFFAIRS OFFICERS: DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	39,350
2	34,672
3	29,917
4	27,150
5	25,356
AVERAGE	31,289

STUDENT AFFAIRS OFFICERS: DIRECTOR OF ADMISSIONS

RANK	SALARY
1	54,500
2	51,031
3	46,680
4	48,358
5	46,279
6	44,046
7	43,645
8	43,550
9	43,500
10	41,583
11	37,050
12	35,000
AVERAGE	44,769

STUDENT AFFAIRS OFFICERS: REGISTRAR

RANK	SALARY
1	57,879
2	56,790
3	51,072
4	48,880
5	44,000
6	40,734
7	37,900
8	35,160
9	34,325
AVERAGE	45,160

STUDENT AFFAIRS OFFICERS: DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	55,500
2	55,000
3	46,000
4	43,870
5	43,675
6	43,645
7	39,360
8	37,000
9	35,547
10	35,400
11	35,300
12	29,502
AVERAGE	41,650

STUDENT AFFAIRS OFFICERS: DIRECTOR OF HOUSING

RANK	SALARY
1	71,000
2	52,500
3	52,000
4	50,500
5	49,926
6	44,628
7	33,400
AVERAGE	50,565

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—KANSAS CITY REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	90,000
2	86,304
3	81,500
4	77,682
5	62,357
6	53,500
7	52,500
8	37,000
9	24,579
AVERAGE	62,825

OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	66,250
2	58,134
3	57,500
4	51,500
5	48,664
6	32,365
7	27,144
AVERAGE	48,794

OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	68,000
2	53,000
3	47,436
4	45,600
5	45,000
6	33,500
AVERAGE	48,756

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	65,500
2	61,770
3	56,100
4	55,175
5	55,000
6	51,000
7	48,312
8	47,000
9	46,704
10	46,350
AVERAGE	53,291

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	46,488
2	45,352
3	40,000
4	39,430
5	38,000
6	35,570
7	32,356
8	26,400
AVERAGE	37,955

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	66,500
2	67,250
3	50,400
4	49,875
5	47,356
6	44,000
7	42,568
8	38,325
9	36,400
10	33,426
AVERAGE	47,816

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	65,000
2	61,764
3	52,500
4	52,000
5	49,426
6	48,500
7	44,360
8	34,201
9	32,600
AVERAGE	48,921

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH AND GRADUATE DEAN

RANK	SALARY
1	127,000
2	95,370
3	80,500
4	76,000
5	72,551
AVERAGE	90,284

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

RANK	SALARY
1	65,775
2	62,500
3	58,375
4	55,356
5	53,568
6	49,700
7	37,220
AVERAGE	54,642

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	51,900
2	44,100
3	42,670
4	40,479
5	34,250
AVERAGE	42,668

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—KANSAS CITY REGION—

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	91,900
2	86,950
3	83,513
4	80,004
5	78,174
6	77,870
7	70,000
8	69,500
9	66,900
10	66,000
AVERAGE	77,481

DEANS:
EDUCATION

RANK	SALARY
1	88,900
2	73,700
3	73,236
4	71,760
5	71,012
6	71,000
7	67,000
8	65,629
9	65,000
10	59,550
AVERAGE	70,679

DEANS:
LAW

RANK	SALARY
1	124,667
2	96,500
3	92,185
4	91,000
5	83,930
AVERAGE	97,656

DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	106,000
2	82,600
3	81,400
4	80,000
5	78,174
6	77,100
7	73,236
8	70,500
9	70,000
10	67,300
11	67,200
AVERAGE	77,592

DEANS:
ENGINEERING

RANK	SALARY
1	106,000
2	97,500
3	88,500
4	83,500
5	80,683
6	79,800
7	75,000
8	74,478
AVERAGE	85,683

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	94,000
2	82,800
3	70,500
4	66,930
5	61,821
6	59,000
7	54,479
8	52,250
9	52,140
10	51,900
AVERAGE	64,582

DEANS:
GRADUATE

RANK	SALARY
1	127,000
2	82,060
3	74,715
4	70,728
5	69,000
6	58,100
7	55,000
8	50,150
AVERAGE	73,337

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-NEW YORK AND BOSTON REGIONS-

For the purposes of this survey, these regions have been combined into one. The New York and Boston Regions as defined by the Equal Employment Opportunity Commission include the states of Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, and Vermont. Puerto Rico and the Virgin Islands are also included in these regions but they are not included in this survey. The fourteen participating universities from these combined regions are as follows:

City University of New York
Graduate School and University Center
New Jersey Institute of Technology
State University of New York - Albany
State University of New York - Binghamton
State University of New York - Buffalo
State University of New York -
Environmental Science
State University of New York - Stony Brook
University of Connecticut
University of Lowell
University of Maine at Orono
University of Massachusetts
University of New Hampshire
University of Rhode Island
University of Vermont

TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	135,000
2	114,450
3	105,000
4	104,000
5	97,520
6	89,145
7	89,145
8	89,145
9	89,145
10	89,145
11	88,556
12	85,600
13	83,000
14	82,854
AVERAGE	99,836

ACADEMIC OFFICERS: ACADEMIC VICE PRES/ VICE CHANCELLOR

RANK	SALARY
1	100,551
2	94,000
3	87,720
4	80,300
5	78,800
6	76,000
7	72,319
AVERAGE	84,527

ACADEMIC OFFICERS: PROVOST

RANK	SALARY
1	107,100
2	95,000
3	89,449
4	85,985
5	81,197
AVERAGE	91,742

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

RANK	SALARY
1	87,600
2	78,498
3	74,970
4	74,765
5	70,784
6	70,400
7	70,348
8	70,270
9	61,770
10	61,036
11	60,900
12	56,000
13	55,574
14	53,010
AVERAGE	67,566

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION

RANK	SALARY
1	65,103
2	64,296
3	63,945
4	61,585
5	59,280
6	56,025
7	48,403
8	41,322
9	40,585
10	40,000
11	38,340
12	32,832
13	29,318
AVERAGE	49,310

ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	80,448
2	78,000
3	75,400
4	70,315
5	69,753
6	68,355
7	67,000
8	64,686
9	59,961
10	53,940
11	50,287
12	49,335
13	46,800
14	38,420
15	37,870
AVERAGE	60,707

BUSINESS/FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	96,000
2	88,644
3	84,246
4	83,375
5	83,359
6	83,341
7	83,297
8	77,000
9	76,400
10	74,500
11	70,250
12	68,000
AVERAGE	80,701

BUSINESS/FISCAL OFFICERS: CONTROLLER

RANK	SALARY
1	79,212
2	73,500
3	69,353
4	60,960
5	58,080
6	57,697
7	57,300
8	55,100
9	52,718
AVERAGE	62,658

BUSINESS/FISCAL OFFICERS: TREASURER OR BURSAR

RANK	SALARY
1	62,000
2	56,872
3	45,569
4	34,900
5	34,000
6	33,067
AVERAGE	45,251

TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

BUSINESS/FISCAL OFFICERS: BUSINESS MANAGER

RANK	SALARY
1	76,610
2	74,765
3	61,782
4	54,061
5	33,170
AVERAGE	60,066

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PURCHASING

RANK	SALARY
1	55,762
2	52,445
3	50,081
4	48,541
5	46,550
6	44,591
7	42,000
8	40,460
9	39,808
10	37,835
11	35,430
12	32,637
AVERAGE	43,845

BUSINESS/FISCAL OFFICERS: INTERNAL AUDITOR

RANK	SALARY
1	60,316
2	53,897
3	53,730
4	49,441
5	47,450
6	47,245
7	43,000
8	40,950
9	37,560
AVERAGE	48,177

BUSINESS/FISCAL OFFICERS: BUDGET OFFICER

RANK	SALARY
1	70,214
2	65,847
3	63,826
4	61,684
5	60,059
6	54,326
7	52,320
8	49,134
9	45,960
10	45,270
11	35,432
AVERAGE	54,916

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PAYROLL

RANK	SALARY
1	51,742
2	46,230
3	45,689
4	39,181
5	37,593
6	34,068
7	26,290
8	14,939
AVERAGE	37,562

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PERSONNEL

RANK	SALARY
1	67,121
2	63,000
3	62,989
4	62,312
5	61,684
6	59,400
7	55,921
8	55,900
9	54,753
10	51,061
11	48,413
12	44,116
13	43,490
14	42,367
AVERAGE	55,181

STUDENT AFFAIRS, OFFICERS: VICE PRESIDENT FOR STUDENT AFFAIRS

RANK	SALARY
1	87,733
2	83,357
3	83,000
4	82,000
5	74,765
6	73,788
7	64,500
8	64,185
AVERAGE	76,666

STUDENT AFFAIRS OFFICERS: DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	76,750
2	67,472
3	61,248
4	61,000
5	60,828
6	56,850
7	53,573
8	49,534
9	47,918
AVERAGE	59,464

STUDENT AFFAIRS OFFICERS: DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	63,307
2	50,631
3	35,293
4	32,668
5	23,641
6	18,550
AVERAGE	37,348

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

STUDENT AFFAIRS OFFICERS: DIRECTOR OF ADMISSIONS

RANK	SALARY
1	60,500
2	(59,786)
3	57,750
4	57,732
5	57,402
6	55,430
7	55,323
8	52,766
9	52,000
10	49,980
11	48,505
12	45,381
13	43,876
14	42,059
AVERAGE	52,642

STUDENT AFFAIRS OFFICERS: REGISTRAR

RANK	SALARY
1	58,167
2	55,000
3	54,716
4	54,692
5	54,035
6	50,308
7	49,129
8	48,700
9	47,833
10	46,100
11	46,024
12	44,860
13	43,552
14	36,430
AVERAGE	49,253

STUDENT AFFAIRS OFFICERS: DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	(59,786)
2	55,249
3	51,820
4	50,505
5	50,140
6	49,708
7	48,905
8	45,430
9	43,389
10	42,263
11	40,950
12	40,714
13	37,125
14	34,795
AVERAGE	46,484

STUDENT AFFAIRS OFFICERS: DIRECTOR OF HOUSING

RANK	SALARY
1	66,100
2	64,515
3	58,126
4	53,000
5	51,734
6	51,162
7	50,329
8	48,957
9	47,008
10	42,600
11	42,340
12	31,336
13	27,759
AVERAGE	48,844

STUDENT AFFAIRS OFFICERS: DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	98,479
2	90,925
3	85,600
4	79,606
5	76,540
6	68,010
7	67,095
8	64,090
9	49,000
10	38,399
11	34,950
AVERAGE	68,423

OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	90,000
2	83,359
3	82,000
4	79,214
5	77,186
6	76,400
7	71,355
AVERAGE	79,931

OPERATIONS OFFICERS: LEGAL COUNSEL

RANK	SALARY
1	78,200
2	66,445
3	52,000
4	47,000
5	46,804
AVERAGE	58,090

OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	77,175
2	75,600
3	67,929
4	66,750
5	63,952
6	62,000
7	55,000
8	51,600
9	49,250
10	48,369
11	46,780
12	44,730
13	39,063
AVERAGE	57,554

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY
1	72,758
2	72,719
3	65,915
4	65,847
5	63,870
6	58,920
7	58,167
8	55,931
9	52,000
10	51,908
11	48,000
12	46,904
13	45,800
14	41,613
AVERAGE	57,168

OPERATIONS OFFICERS:
DIRECTOR OF
PUBLIC SAFETY

RANK	SALARY
1	62,441
2	61,475
3	54,500
4	52,050
5	49,660
6	48,337
7	48,000
8	43,250
9	41,935
10	40,056
11	33,715
AVERAGE	46,674

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR INSTI-
TUTIONAL ADVANCEMENT

RANK	SALARY
1	83,375
2	83,357
3	74,700
4	73,500
5	65,000
6	63,385
AVERAGE	73,886

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	74,765
2	59,383
3	58,809
4	55,125
5	52,902
6	52,500
7	47,714
8	46,868
9	46,061
10	44,470
11	42,752
12	39,830
13	38,545
AVERAGE	50,594

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE
RELATIONS

RANK	SALARY
1	59,600
2	49,346
3	47,046
4	43,556
5	38,238
AVERAGE	47,557

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	92,000
2	59,650
3	57,976
4	51,826
5	49,350
6	45,000
AVERAGE	59,307

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

RANK	SALARY
1	54,236
2	45,947
3	42,471
4	41,000
5	40,805
6	36,670
7	35,000
8	33,647
9	26,000
AVERAGE	39,531

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE
EXTENSION

RANK	SALARY
1	75,157
2	72,050
3	63,960
4	58,498
5	44,925
AVERAGE	62,906

RESEARCH OFFICERS:
VICE PRESIDENT FOR
RESEARCH

RANK	SALARY
1	83,357
2	81,050
3	73,200
4	72,000
5	59,552
AVERAGE	73,840

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

RANK	SALARY
1	59,527
2	59,257
3	59,000
4	58,167
5	55,650
6	50,682
7	50,000
8	43,499
9	41,230
10	39,791
AVERAGE	51,680

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	69,131
2	60,076
3	59,118
4	56,786
5	53,940
6	52,500
7	51,900
8	51,162
9	48,800
10	47,842
11	42,518
12	41,504
13	34,600
AVERAGE	51,498

DEANS:
AGRICULTURE

RANK	SALARY
1	93,800
2	87,363
3	85,000
4	76,369
5	64,320
6	58,047
AVERAGE	77,483

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	92,106
2	85,500
3	82,868
4	80,671
5	67,874
6	66,600
AVERAGE	77,270

DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	97,125
2	88,715
3	86,400
4	85,000
5	74,066
6	72,800
7	68,595
8	68,000
9	60,267
AVERAGE	77,886

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	71,534
2	69,500
3	63,525
4	57,700
5	56,983
6	55,522
7	55,500
8	50,000
9	50,000
10	47,602
AVERAGE	57,787

DEANS:
EDUCATION

RANK	SALARY
1	88,000
2	85,431
3	83,375
4	78,000
5	77,860
6	64,000
7	56,617
AVERAGE	76,183

DEANS:
ENGINEERING

RANK	SALARY
1	102,708
2	95,087
3	94,887
4	92,000
5	83,357
6	82,339
7	81,290
8	78,800
9	73,750
10	68,000
11	67,095
AVERAGE	83,574

DEANS:
GRADUATE

RANK	SALARY
1	100,173
2	98,341
3	85,228
4	82,560
5	79,996
6	70,000
7	65,278
8	64,000
9	62,835
10	61,735
11	52,000
AVERAGE	74,735

DEANS:
HEALTH-RELATED PROFESSIONS

RANK	SALARY
1	84,588
2	78,739
3	74,200
4	72,060
5	68,000
AVERAGE	75,505

MEDICAL DEANS:
NURSING

RANK	SALARY
1	83,357
2	78,165
3	63,415
4	60,060
5	57,675
AVERAGE	68,522

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-PHILADELPHIA REGION-

The Philadelphia Region as defined by the Equal Employment Opportunity Commission includes the states of Delaware, Maryland, Pennsylvania, Virginia, and West Virginia as well as the District of Columbia. For purposes of this survey, the District of Columbia is not included. The thirteen participating universities from this region are as follows:

College of William and Mary
Indiana University of Pennsylvania
Morgan State University
Old Dominion University
Temple University
University of Delaware
University of Maryland-Baltimore
University of Maryland Baltimore County
University of Maryland at College Park
University of Virginia
Virginia Commonwealth University
Virginia Polytechnic Institute and State University
West Virginia University

TABLE II (Continued)
—PHILADELPHIA REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	140,000
2	128,466
3	128,466
4	128,465
5	109,100
6	109,080
7	107,500
8	107,440
9	103,550
10	89,892
11	84,474
12	70,000
AVERAGE	108,869

ACADEMIC OFFICERS: ACADEMIC VICE PRES/ VICE CHANCELLOR

RANK	SALARY
1	(113,000)
2	103,500
3	102,000
4	90,745
5	83,000
6	73,000
AVERAGE	94,208

ACADEMIC OFFICERS: PROVOST

RANK	SALARY
1	(113,000)
2	97,500
3	95,000
4	93,700
5	83,076
6	65,000
AVERAGE	91,213

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

RANK	SALARY
1	81,000
2	78,683
3	72,225
4	68,900
5	66,200
6	64,872
7	64,500
8	63,600
9	63,000
10	54,500
11	44,949
12	42,500
AVERAGE	63,744

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION

RANK	SALARY
1	45,400
2	45,050
3	43,450
4	43,008
5	43,000
6	42,700
7	38,450
8	38,050
9	35,700
10	33,000
AVERAGE	40,781

ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	87,200
2	85,000
3	76,214
4	70,000
5	65,200
6	64,700
7	64,400
8	64,200
9	63,000
10	60,400
11	60,000
12	55,152
13	55,000
14	53,000
15	52,344
16	48,841
17	46,741
18	42,200
19	41,802
AVERAGE	60,810

BUSINESS/FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	115,500
2	95,000
3	87,755
4	84,350
5	80,000
6	80,000
7	79,000
8	65,000
9	64,018
10	57,362
AVERAGE	80,799

BUSINESS/FISCAL OFFICERS: CONTROLLER

RANK	SALARY
1	66,000
2	66,000
3	65,000
4	62,620
5	58,608
6	57,556
7	56,250
8	54,422
9	54,000
10	51,400
11	46,686
12	40,809
13	39,609
AVERAGE	55,305

BUSINESS/FISCAL OFFICERS: TREASURER OR BURSAR

RANK	SALARY
1	71,000
2	50,498
3	40,850
4	40,850
5	35,875
6	33,174
7	32,689
8	31,560
AVERAGE	42,062

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—PHILADELPHIA REGION—

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PURCHASING

RANK	SALARY
1	61,230
2	58,736
3	53,363
4	50,364
5	48,812
6	46,405
7	44,646
8	40,000
9	35,970
10	32,689
11	31,746
12	27,353
13	26,106
AVERAGE	42,879

BUSINESS/FISCAL OFFICERS: INTERNAL AUDITOR

RANK	SALARY
1	65,000
2	62,800
3	56,710
4	55,789
5	55,400
6	53,363
7	44,646
8	41,115
9	40,000
10	39,612
11	24,372
AVERAGE	48,982

BUSINESS/FISCAL OFFICERS: BUDGET OFFICER

RANK	SALARY
1	70,213
2	69,506
3	64,000
4	55,500
5	55,200
6	55,103
7	53,000
8	50,000
9	49,965
10	47,160
11	47,000
12	35,193
AVERAGE	54,317

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PAYROLL

RANK	SALARY
1	42,106
2	41,604
3	35,742
4	35,707
5	32,689
6	31,261
7	25,506
8	25,027
9	22,498
AVERAGE	32,460

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PERSONNEL

RANK	SALARY
1	70,250
2	65,800
3	65,000
4	64,484
5	62,125
6	57,787
7	49,500
8	46,000
9	45,000
10	42,000
11	40,791
12	36,186
AVERAGE	53,744

STUDENT AFFAIRS OFFICERS: VICE PRESIDENT FOR STUDENT AFFAIRS

RANK	SALARY
1	81,000
2	80,000
3	77,500
4	73,000
5	72,000
6	68,800
7	61,212
8	59,194
9	55,962
10	54,860
11	50,000
AVERAGE	66,664

STUDENT AFFAIRS OFFICERS: DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	66,500
2	58,000
3	57,230
4	54,650
5	53,400
6	50,000
7	49,500
AVERAGE	55,611

STUDENT AFFAIRS OFFICERS: DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	78,000
2	64,000
3	59,500
4	46,500
5	32,339
6	23,929
AVERAGE	51,045

STUDENT AFFAIRS OFFICERS: DIRECTOR OF ADMISSIONS

RANK	SALARY
1	63,300
2	61,296
3	60,000
4	56,660
5	56,000
6	51,900
7	50,500
8	48,921
9	48,841
10	46,820
11	46,800
12	43,720
13	38,127
AVERAGE	51,760

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—PHILADELPHIA REGION—

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	59,500
2	56,673
3	55,300
4	52,500
5	50,000
6	44,518
7	43,613
8	42,600
9	40,500
10	38,200
11	28,485
AVERAGE	46,535

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	55,700
2	54,500
3	54,450
4	52,761
5	50,600
6	46,625
7	44,100
8	43,567
9	42,919
10	41,500
11	40,811
12	40,504
13	39,400
AVERAGE	46,729

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	54,800
2	49,700
3	46,872
4	46,100
5	42,327
6	40,850
7	39,778
8	37,936
9	36,550
10	36,000
11	35,000
12	32,019
13	31,261
AVERAGE	40,676

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	93,000
2	87,450
3	78,950
4	72,314
5	72,000
6	54,885
7	49,980
8	45,154
9	40,950
10	35,193
AVERAGE	62,984

OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	97,500
2	95,000
3	90,745
4	89,000
5	70,548
6	61,159
AVERAGE	83,992

OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	87,700
2	69,000
3	66,500
4	63,430
5	57,589
6	52,966
AVERAGE	66,198

OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	67,150
2	64,000
3	62,500
4	62,000
5	60,900
6	56,093
7	51,500
8	44,949
9	43,368
AVERAGE	56,940

OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	70,000
2	68,200
3	64,449
4	58,466
5	52,000
6	51,000
7	46,104
8	44,949
9	40,200
10	38,020
11	37,370
AVERAGE	51,887

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	73,500
2	65,500
3	64,500
4	64,353
5	53,100
6	53,066
7	52,300
8	48,000
9	46,752
10	44,646
11	40,850
AVERAGE	55,142

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—PHILADELPHIA REGION—

OPERATIONS OFFICERS:
DIRECTOR OF
PUBLIC SAFETY

RANK	SALARY
1	73,000
2	62,276
3	62,250
4	60,450
5	57,464
6	52,500
7	45,900
8	43,665
9	36,186
10	34,809
11	34,172
12	31,944
13	29,906
AVERAGE	48,040

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR INSTI-
TUTIONAL ADVANCEMENT

RANK	SALARY
1	84,100
2	77,808
3	77,550
4	73,850
5	57,770
AVERAGE	74,216

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	57,600
2	57,000
3	55,000
4	52,153
5	47,868
6	47,256
7	41,900
8	40,148
9	25,027
AVERAGE	47,111

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR
DEVELOPMENT

RANK	SALARY
1	97,500
2	89,000
3	70,000
4	60,000
5	57,346
AVERAGE	74,769

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	70,500
2	67,200
3	65,508
4	64,170
5	57,770
6	57,300
7	53,443
8	53,050
9	44,520
AVERAGE	59,273

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

RANK	SALARY
1	60,000
2	46,000
3	45,154
4	45,000
5	41,315
6	41,232
7	36,076
8	31,500
9	26,033
AVERAGE	41,812

RESEARCH OFFICERS:
VICE PRESIDENT FOR
RESEARCH

RANK	SALARY
1	100,000
2	100,000
3	72,600
4	67,384
5	62,484
AVERAGE	80,494

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

RANK	SALARY
1	80,160
2	79,400
3	66,200
4	60,550
5	48,407
6	47,940
7	47,020
8	45,700
9	44,648
AVERAGE	57,774

RESEARCH OFFICERS:
DIRECTOR OF INSTI-
TUTIONAL RESEARCH

RANK	SALARY
1	77,000
2	54,650
3	53,000
4	52,500
5	50,000
6	46,800
7	44,250
8	43,180
9	42,000
10	41,220
AVERAGE	50,467

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	105,200
2	87,000
3	85,000
4	77,500
5	77,000
6	76,500
7	70,668
8	63,596
AVERAGE	80,308

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—PHILADELPHIA REGION—

DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	102,600
2	94,500
3	88,000
4	85,000
5	81,000
6	75,000
7	66,000
8	58,682
AVERAGE	81,348

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	71,500
2	69,132
3	66,500
4	62,700
5	53,226
6	48,147
AVERAGE	62,201

DEANS:
EDUCATION

RANK	SALARY
1	99,300
2	87,300
3	80,000
4	78,000
5	74,200
6	72,600
7	63,966
8	61,470
9	60,000
10	57,600
AVERAGE	73,444

DEANS:
ENGINEERING

RANK	SALARY
1	107,600
2	107,000
3	99,500
4	89,200
5	82,560
6	81,000
7	77,000
8	75,740
AVERAGE	89,950

DEANS:
GRADUATE

RANK	SALARY
1	98,000
2	97,105
3	90,100
4	78,900
5	71,000
6	69,400
7	59,900
8	53,750
AVERAGE	77,269

MEDICAL DEANS:
NURSING

RANK	SALARY
1	94,497
2	84,300
3	79,369
4	70,500
5	60,624
AVERAGE	77,858

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-SAN FRANCISCO REGION-

The San Francisco Region as defined by the Equal Employment Opportunity Commission includes the states of Arizona, California, Hawaii, and Nevada as well as Guam and Samoa. For purposes of this survey, Guam and Samoa are not included. The ten participating universities from this region are as follows:

Arizona State University
California State University - Los Angeles
Northern Arizona University
University of Arizona
University of California
University of California, Davis
University of California, Santa Cruz
University of Hawaii at Manoa
University of Nevada, Las Vegas
University of Nevada, Reno

TABLE II (Continued)
—SAN FRANCISCO REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	132,300
2	117,600
3	117,600
4	117,600
5	117,233
6	117,232
7	107,000
8	101,500
9	100,904
AVERAGE	114,330

ACADEMIC OFFICERS: ACADEMIC VICE PRES/ VICE CHANCELLOR

RANK	SALARY
1	(112,500)
2	(106,575)
3	106,300
4	100,000
5	97,440
6	89,596
7	85,000
8	81,648
9	78,398
10	74,298
AVERAGE	92,776

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

RANK	SALARY
1	90,400
2	86,000
3	80,500
4	77,000
5	75,922
6	73,320
7	66,408
8	65,835
9	55,825
10	55,166
AVERAGE	72,638

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION

RANK	SALARY
1	68,200
2	63,600
3	61,160
4	50,964
5	49,000
6	42,630
7	42,488
8	41,906
9	39,756
AVERAGE	51,078

ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	84,300
2	82,120
3	77,580
4	74,095
5	67,800
6	66,720
7	64,169
8	57,252
9	55,824
10	50,832
11	50,388
AVERAGE	66,462

BUSINESS/FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	(101,800)
2	(98,700)
3	94,000
4	86,004
5	84,245
6	84,144
7	80,678
8	(76,836)
9	75,626
AVERAGE	86,893

BUSINESS/FISCAL OFFICERS: CONTROLLER

RANK	SALARY
1	81,000
2	71,300
3	67,102
4	66,000
5	64,555
6	61,425
7	58,221
8	55,716
AVERAGE	64,540

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PURCHASING

RANK	SALARY
1	70,848
2	60,300
3	58,617
4	57,700
5	51,118
6	51,100
7	46,922
8	46,386
9	38,844
AVERAGE	53,537

BUSINESS/FISCAL OFFICERS: BUDGET OFFICER

RANK	SALARY
1	75,000
2	70,220
3	67,600
4	66,230
5	62,260
6	52,100
7	49,980
8	38,453
AVERAGE	60,223

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—SAN FRANCISCO REGION—

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PAYROLL

RANK	SALARY
1	54,700
2	52,258
3	43,440
4	40,170
5	33,180
6	28,378
AVERAGE	42,021

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PERSONNEL

RANK	SALARY
1	90,500
2	79,200
3	69,100
4	68,100
5	62,018
6	51,349
7	49,464
8	47,770
AVERAGE	64,688

STUDENT AFFAIRS OFFICERS: VICE PRESIDENT FOR STUDENT AFFAIRS

RANK	SALARY
1	101,900
2	95,300
3	85,008
4	84,755
5	84,753
6	79,800
7	74,400
8	74,298
9	61,776
AVERAGE	82,443

STUDENT AFFAIRS OFFICERS: DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	72,372
2	68,000
3	67,355
4	63,650
5	56,100
6	52,404
7	45,173
AVERAGE	61,008

STUDENT AFFAIRS OFFICERS: DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	52,800
2	43,771
3	43,400
4	41,436
5	36,581
6	27,470
AVERAGE	40,910

STUDENT AFFAIRS OFFICERS: DIRECTOR OF ADMISSIONS

RANK	SALARY
1	(71,400)
2	(66,073)
3	63,191
4	61,320
5	60,200
6	59,400
7	59,352
8	56,662
9	40,500
10	39,216
AVERAGE	57,733

STUDENT AFFAIRS OFFICERS: REGISTRAR

RANK	SALARY
1	(71,400)
2	(66,073)
3	62,800
4	62,068
5	55,471
6	55,300
7	46,296
8	46,183
9	41,001
10	34,800
AVERAGE	54,139

STUDENT AFFAIRS OFFICERS: DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	65,420
2	59,000
3	56,381
4	56,200
5	53,616
6	49,737
7	48,696
8	43,254
9	37,007
10	36,540
AVERAGE	50,585

STUDENT AFFAIRS OFFICERS: DIRECTOR OF HOUSING

RANK	SALARY
1	54,200
2	53,964
3	53,611
4	48,557
5	46,893
6	45,560
7	44,712
8	43,000
AVERAGE	48,812

STUDENT AFFAIRS OFFICERS: DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	102,240
2	97,218
3	81,670
4	80,901
5	73,625
6	68,976
7	65,300
8	42,264
9	30,225
AVERAGE	71,380

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—SAN FRANCISCO REGION—

OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	71,760
2	70,949
3	66,800
4	66,397
5	57,856
6	51,000
AVERAGE	64,127

OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	79,050
2	(72,500)
3	62,000
4	60,852
5	56,840
6	52,428
7	47,604
8	31,930
AVERAGE	57,901

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	76,334
2	(72,500)
3	63,945
4	62,173
5	54,810
6	52,893
7	50,004
8	40,020
AVERAGE	59,080

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	73,829
2	56,880
3	54,800
4	54,500
5	54,334
6	53,215
7	44,660
8	43,878
9	40,041
10	37,368
AVERAGE	51,351

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	65,200
2	64,056
3	62,836
4	52,462
5	51,800
6	49,608
7	45,170
AVERAGE	55,876

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	86,020
2	76,552
3	63,600
4	55,900
5	54,960
6	42,504
AVERAGE	63,256

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	62,643
2	62,255
3	57,226
4	54,000
5	48,610
6	41,313
7	38,600
8	36,000
AVERAGE	50,081

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

RANK	SALARY
1	(75,108)
2	72,461
3	60,167
4	59,880
5	56,343
6	54,700
7	53,000
8	45,000
AVERAGE	59,565

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	63,588
2	56,000
3	53,680
4	53,600
5	46,720
6	33,248
AVERAGE	51,139

DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	101,500
2	92,700
3	92,700
4	74,100
5	73,588
6	73,392
7	73,250
8	70,761
AVERAGE	81,499

TABLE II (Continued)
—SAN FRANCISCO REGION—

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	79,200
2	64,154
3	63,524
4	63,396
5	61,932
6	61,915
7	58,960
8	51,000
AVERAGE	63,003

DEANS:
EDUCATION

RANK	SALARY
1	95,400
2	86,275
3	81,324
4	81,200
5	73,080
6	69,443
7	68,514
8	63,945
AVERAGE	77,398

DEANS:
ENGINEERING

RANK	SALARY
1	110,000
2	108,000
3	99,200
4	96,425
5	76,680
6	76,560
7	73,588
8	73,500
AVERAGE	89,244

DEANS:
GRADUATE

RANK	SALARY
1	93,800
2	76,024
3	(75,106)
4	75,000
5	73,080
6	70,200
7	68,700
8	63,100
AVERAGE	74,377

DEANS:
LAW

RANK	SALARY
1	123,100
2	120,500
3	108,605
4	101,800
5	81,204
AVERAGE	107,042

DEANS:
SOCIAL AND BEHAV-
IORAL SCIENCES

RANK	SALARY
1	84,000
2	73,320
3	69,528
4	69,500
5	67,080
AVERAGE	72,686

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-SEATTLE REGION-

The Seattle Region as defined by the Equal Employment Opportunity Commission includes the states of Alaska, Idaho, Oregon, and Washington. The eight participating universities from this region are as follows:

Idaho State University
Oregon State University
Portland State University
University of Alaska
University of Idaho
University of Oregon
University of Washington
Washington State University

TABLE II (Continued)
—SEATTLE REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	128,220
2	94,760
3	92,100
4	92,100
5	92,100
6	91,604
7	79,837
8	74,027
AVERAGE	93,094

ACADEMIC OFFICERS: ACADEMIC VICE PRES/ VICE CHANCELLOR

RANK	SALARY
1	83,640
2	83,220
3	73,708
4	72,019
5	67,000
6	66,976
AVERAGE	74,427

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

RANK	SALARY
1	78,696
2	74,420
3	68,460
4	65,920
5	62,995
6	62,700
7	51,699
8	44,293
AVERAGE	63,648

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION

RANK	SALARY
1	(58,448)
2	50,400
3	48,324
4	40,008
5	39,105
6	35,844
7	33,197
8	30,031
AVERAGE	41,920

ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	70,920
2	67,053
3	65,340
4	59,072
5	54,182
6	53,532
7	50,658
8	46,075
AVERAGE	58,604

BUSINESS/FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	(92,700)
2	80,855
3	76,860
4	73,980
5	(69,680)
6	66,976
AVERAGE	76,842

BUSINESS/FISCAL OFFICERS: BUSINESS MANAGER

RANK	SALARY
1	(64,438)
2	58,080
3	55,332
4	52,500
5	45,630
AVERAGE	55,196

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PURCHASING

RANK	SALARY
1	55,718
2	53,916
3	37,716
4	36,911
5	35,712
6	34,195
7	32,388
AVERAGE	40,937

BUSINESS/FISCAL OFFICERS: INTERNAL AUDITOR

RANK	SALARY
1	46,452
2	44,058
3	41,388
4	38,393
5	35,712
6	30,638
AVERAGE	39,440

BUSINESS/FISCAL OFFICERS: BUDGET OFFICER

RANK	SALARY
1	(77,160)
2	65,790
3	64,512
4	57,865
5	54,840
6	46,559
7	45,022
8	43,347
AVERAGE	56,887

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PAYROLL

RANK	SALARY
1	44,688
2	40,016
3	30,852
4	30,852
5	30,727
AVERAGE	35,427

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—SEATTLE REGION—

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	65,004
2	(58,448)
3	49,641
4	47,508
5	41,368
6	40,016
7	39,420
8	35,003
9	33,280
AVERAGE	45,523

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	75,899
2	74,892
3	69,660
4	69,500
5	62,021
AVERAGE	70,394

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	70,044
2	66,149
3	57,252
4	55,016
5	45,900
6	41,144
AVERAGE	55,918

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	(65,291)
2	(59,232)
3	56,016
4	55,279
5	(49,801)
6	46,980
7	45,948
8	38,314
AVERAGE	52,358

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	(65,291)
2	(59,232)
3	56,016
4	54,391
5	50,649
6	(49,801)
7	45,924
8	44,990
AVERAGE	53,267

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	51,312
2	51,132
3	44,739
4	44,000
5	43,404
6	41,144
7	40,584
8	38,605
AVERAGE	44,365

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	54,456
2	49,896
3	47,600
4	46,500
5	40,747
6	38,625
7	29,016
AVERAGE	43,834

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	75,624
2	70,836
3	65,959
4	65,556
5	63,886
6	63,149
7	59,270
8	56,486
AVERAGE	65,096

OPERATIONS OFFICERS:
ASSISTANT TO THE
PRESIDENT

RANK	SALARY
1	54,072
2	51,500
3	49,290
4	46,008
5	42,000
AVERAGE	48,574

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY
1	59,893
2	55,860
3	55,548
4	53,532
5	50,328
6	47,516
7	38,667
AVERAGE	51,612

OPERATIONS OFFICERS:
DIRECTOR OF
PUBLIC SAFETY

RANK	SALARY
1	52,860
2	50,045
3	46,541
4	44,233
5	37,015
6	35,712
7	33,238
8	32,388
AVERAGE	41,504

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—SEATTLE REGION—

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	67,800
2	52,423
3	(51,064)
4	46,008
5	41,375
AVERAGE	51,734

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	56,664
2	52,963
3	46,804
4	43,688
5	43,668
6	33,030
7	32,004
8	31,657
AVERAGE	42,564

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

RANK	SALARY
1	(64,438)
2	54,959
3	52,500
4	43,740
5	41,388
6	40,019
AVERAGE	49,514

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	56,805
2	56,112
3	46,049
4	44,326
5	43,206
6	39,042
AVERAGE	47,590

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	78,876
2	78,795
3	74,484
4	74,392
5	62,754
6	56,451
AVERAGE	70,959

DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	93,048
2	82,092
3	79,310
4	75,117
5	74,736
6	71,555
7	65,000
8	64,766
AVERAGE	75,703

DEANS:
EDUCATION

RANK	SALARY
1	82,992
2	75,407
3	73,272
4	(72,558)
5	67,980
6	65,472
7	61,077
8	55,058
AVERAGE	69,227

DEANS:
ENGINEERING

RANK	SALARY
1	93,048
2	90,204
3	78,541
4	77,250
5	76,080
6	67,470
7	54,766
AVERAGE	76,766

TABLE III

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG THIRTY-TWO UNIVERSITY SYSTEMS IN TWENTY-SIX STATES

This table summarizes the data for thirty-two university systems in twenty-six states. For making these data available, the University of Arkansas is grateful to the following university systems:

California State Universities and Colleges
City University of New York
Indiana University
Louisiana State University System
Montana University System
Oregon State System of Higher Education
Southern Illinois University
State University of New York System
Texas A & M University System
University of Alabama System
University of Alaska Statewide System of Higher Education
University of Arkansas System
University of California
University of Colorado
University of Hawaii System
University of Houston System
University of Illinois System
University of Kansas
University of Maine
University of Maryland
University of Massachusetts
University of Minnesota
University of Missouri
University of Nebraska Central Administration
University of Nevada System
University of North Carolina
University of South Carolina
University of Tennessee
University of Texas System
University of Wisconsin System
University System of New Hampshire
University System of South Texas

TABLE III (Continued)
—UNIVERSITY SYSTEMS—

CHIEF EXECUTIVE OFFICER:
PRESIDENT/CHANCELLOR

RANK	SALARY
1	198,600
2	164,700
3	152,000
4	140,000
5	139,200
6	135,000
7	130,000
8	122,435
9	120,200
10	120,000
11	120,000
12	117,261
13	115,000
14	115,000
15	111,005
16	107,004
17	106,271
18	106,000
19	105,000
20	102,000
21	101,760
22	99,500
23	98,160
24	97,049
25	95,000
26	94,336
27	93,713
28	93,713
29	88,000
30	86,996
31	73,300
32	61,800
AVERAGE	112,819

ACADEMIC OFFICERS:
ACADEMIC VICE PRES/
CHANCELLOR

RANK	SALARY
1	151,000
2	123,400
3	119,500
4	110,750
5	104,392
6	100,600
7	98,633
8	98,376
9	95,500
10	94,640
11	92,600
12	92,250
13	91,763
14	89,145
15	(89,000)
16	87,720
17	83,905
18	81,600
19	78,998
20	78,300
21	75,260
22	75,120
23	73,000
24	71,208
25	64,000
AVERAGE	92,827

ACADEMIC OFFICERS:
ASSOCIATE VICE PRES/
CHANCELLOR

RANK	SALARY
1	103,600
2	85,854
3	82,680
4	81,120
5	80,556
6	79,152
7	76,790
8	76,055
9	72,488
10	69,506
11	66,095
12	59,106
13	55,020
14	50,127
AVERAGE	74,154

ACADEMIC OFFICERS:
ASSISTANT VICE PRES/
CHANCELLOR

RANK	SALARY
1	94,600
2	90,000
3	79,380
4	78,504
5	65,000
6	63,569
7	60,477
8	57,333
9	57,275
10	50,025
AVERAGE	69,616

OPERATIONS OFFICERS:
EXECUTIVE VICE PRES/
CHANCELLOR

RANK	SALARY
1	151,000
2	125,000
3	123,400
4	120,000
5	105,685
6	100,605
7	91,801
8	90,068
9	89,904
10	(89,000)
11	85,440
12	83,250
13	(82,440)
14	73,903
AVERAGE	100,884

OPERATIONS OFFICERS:
ADMINISTRATIVE VICE
PRESIDENT/CHANCELLOR

RANK	SALARY
1	104,500
2	104,392
3	93,600
4	91,783
5	89,145
6	74,050
7	74,011
8	73,450
9	73,140
10	61,758
11	59,568
AVERAGE	81,763

OPERATIONS OFFICERS:
ASSOC VICE PRESIDENT/
CHANCELLOR

RANK	SALARY
1	98,200
2	90,300
3	71,060
4	62,058
5	49,620
AVERAGE	74,368

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE III (Continued)
—UNIVERSITY SYSTEMS—

OPERATIONS OFFICERS: EXECUTIVE ASSISTANT/ ASST TO THE PRES

RANK	SALARY
1	82,000
2	80,412
3	77,074
4	76,932
5	(76,500)
6	74,308
7	73,320
8	72,500
9	70,050
10	68,000
11	64,800
12	61,522
13	60,840
14	59,500
15	53,448
16	53,244
17	50,400
18	49,000
19	48,768
20	47,200
21	45,336
22	33,000
AVERAGE	62,643

OPERATIONS OFFICERS: LEGAL COUNSEL

RANK	SALARY
1	126,000
2	120,000
3	104,392
4	94,110
5	93,600
6	87,720
7	87,354
8	(86,340)
9	85,720
10	84,000
11	78,500
12	77,000
13	76,960
14	73,439
15	72,019
16	67,309
17	67,200
18	66,000
19	65,460
20	64,250
21	60,946
22	59,400
23	58,442
24	56,268
25	55,913
26	50,097
27	48,500
AVERAGE	76,553

OPERATIONS OFFICERS: DIRECTOR OF INSTITUTIONAL RES

RANK	SALARY
1	90,000
2	82,688
3	77,606
4	71,004
5	70,124
6	69,505
7	60,522
8	(59,837)
9	57,500
10	56,355
11	55,037
12	51,504
13	43,260
14	42,180
15	41,392
16	39,459
17	37,600
18	35,000
19	34,569
20	33,000
AVERAGE	55,417

OPERATIONS OFFICERS: SECRETARY TO THE BOARD

RANK	SALARY
1	98,900
2	91,300
3	88,200
4	(86,340)
5	80,600
6	77,030
7	(76,500)
8	65,000
9	62,075
10	60,680
11	59,020
12	56,700
13	54,124
14	50,000
15	45,427
16	41,601
17	38,364
18	35,893
19	34,020
20	28,243
21	22,793
AVERAGE	59,658

FINANCE AND BUSINESS OFFICERS: VICE PRES/ CHANCELLOR

RANK	SALARY
1	118,300
2	115,000
3	110,800
4	107,000
5	104,500
6	104,392
7	103,080
8	100,700
9	93,000
10	93,000
11	92,600
12	87,720
13	87,000
14	85,775
15	85,000
16	83,905
17	(82,440)
18	81,936
19	78,300
20	77,198
21	76,836
22	73,750
23	70,464
24	70,000
25	66,600
26	63,747
27	54,995
AVERAGE	87,771

FINANCE AND BUSINESS OFFICERS: ASSOC VICE PRES/CHANCELLOR

RANK	SALARY
1	82,220
2	80,600
3	74,000
4	65,460
5	63,659
6	61,450
7	57,220
AVERAGE	69,230

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE III (Continued)
—UNIVERSITY SYSTEMS—

FINANCE AND BUSINESS OFFICERS: ASST VICE PRES/CHANCELLOR

RANK	SALARY
1	97,300
2	81,528
3	80,600
4	79,332
5	75,600
6	75,600
7	72,480
8	67,065
9	65,730
10	65,000
11	63,000
12	62,300
13	(59,837)
14	51,948
15	49,800
16	43,329
AVERAGE	68,157

FINANCE AND BUSINESS OFFICERS: BUDGET OFFICER

RANK	SALARY
1	82,688
2	(81,000)
3	78,250
4	76,650
5	67,344
6	63,034
7	62,040
8	61,200
9	60,000
10	57,237
11	56,490
12	55,000
13	54,600
14	53,636
15	52,000
16	50,100
17	49,380
18	46,800
19	45,345
20	41,833
21	31,312
AVERAGE	58,378

FINANCE AND BUSINESS OFFICERS: BUSINESS MANAGER

RANK	SALARY
1	57,796
2	53,880
3	44,000
4	36,530
5	34,928
AVERAGE	45,427

FINANCE AND BUSINESS OFFICERS: CONTROLLER

RANK	SALARY
1	82,688
2	82,000
3	82,000
4	74,424
5	69,566
6	69,300
7	63,547
8	63,000
9	62,280
10	62,000
11	57,000
12	56,026
13	55,805
14	48,950
15	43,500
16	30,597
AVERAGE	62,539

FINANCE AND BUSINESS OFFICERS: AUDITOR

RANK	SALARY
1	86,448
2	82,688
3	77,800
4	71,285
5	68,000
6	67,260
7	62,500
8	60,000
9	59,925
10	(59,837)
11	59,300
12	59,200
13	59,112
14	57,800
15	52,350
16	49,207
17	49,176
18	47,398
19	46,000
20	45,200
21	42,660
22	42,540
23	42,242
24	41,966
AVERAGE	57,915

FINANCE AND BUSINESS OFFICERS: TREASURER

RANK	SALARY
1	144,900
2	86,500
3	75,600
4	72,112
5	71,000
6	67,465
7	64,470
8	63,000
9	61,376
10	53,878
11	47,316
AVERAGE	73,420

FINANCE AND BUSINESS OFFICERS: DIRECTOR OF PERSONNEL

RANK	SALARY
1	78,250
2	75,273
3	72,560
4	71,919
5	71,000
6	70,599
7	68,266
8	61,500
9	60,000
10	59,340
11	59,000
12	56,150
13	55,020
14	49,727
15	46,350
16	39,006
17	38,480
18	37,944
AVERAGE	59,466

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE III (Continued)
—UNIVERSITY SYSTEMS—

PUBLIC RELATIONS OFFICERS-
INFORMATION SERVICES:
VICE PRES/CHANCELLOR

RANK	SALARY
1	97,200
2	(91,133)
3	90,000
4	89,000
5	87,720
6	(85,104)
7	80,400
8	78,600
9	76,000
10	(68,040)
11	60,340
AVERAGE	81,958

PUBLIC RELATIONS OFFICERS-
INFORMATION SERVICES:
DIRECTOR

RANK	SALARY
1	80,844
2	77,270
3	69,509
4	63,981
5	60,000
6	57,500
7	56,629
8	56,200
9	54,900
10	53,940
11	52,500
12	48,662
13	48,000
14	44,200
15	43,344
16	41,760
17	39,999
AVERAGE	55,838

PUBLIC RELATIONS OFFICERS-
LEGISLATIVE RELATIONS:
VICE PRES/CHANCELLOR

RANK	SALARY
1	105,000
2	102,750
3	90,000
4	88,200
5	85,200
6	84,672
7	83,100
8	78,000
9	69,230
10	68,810
11	(68,040)
AVERAGE	83,727

PUBLIC RELATIONS OFFICERS-
LEGISLATIVE RELATIONS:
DIRECTOR

RANK	SALARY
1	89,976
2	83,700
3	81,000
4	75,000
5	74,970
6	64,200
7	60,746
8	57,000
9	55,969
10	54,490
11	53,004
12	47,925
13	46,592
14	26,600
AVERAGE	62,371

PUBLIC RELATIONS OFFICERS-
DEVELOPMENT:
VICE PRES/CHANCELLOR

RANK	SALARY
1	(88,262)
2	(85,104)
3	83,200
4	75,104
5	61,250
6	51,480
AVERAGE	74,067

PUBLIC RELATIONS OFFICERS-
DEVELOPMENT:
DIRECTOR

RANK	SALARY
1	78,756
2	73,000
3	65,000
4	62,925
5	55,917
6	51,500
AVERAGE	64,516

FACILITIES OFFICERS:
VICE PRESIDENT/
CHANCELLOR

RANK	SALARY
1	89,964
2	85,000
3	83,550
4	83,179
5	76,300
6	74,957
7	58,174
8	58,000
AVERAGE	76,141

FACILITIES OFFICERS:
ASSOC VICE PRESIDENT/
CHANCELLOR

RANK	SALARY
1	79,560
2	75,270
3	71,743
4	62,040
5	56,349
AVERAGE	68,992

FACILITIES OFFICERS:
ASST VICE PRESIDENT/
CHANCELLOR

RANK	SALARY
1	92,000
2	76,032
3	75,028
4	66,543
5	54,600
AVERAGE	72,841

FACILITIES OFFICERS:
DIRECTOR

RANK	SALARY
1	75,650
2	73,800
3	63,830
4	58,000
5	57,425
6	44,000
7	41,175
AVERAGE	59,126

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88